



Why is Conflict Resolution (Mediation) Important?

Conflict resolution is essential for you to reclaim the contentment you deserve.

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Why is Conflict Resolution (Mediation) Important?

Introduction

If you are interested in finding resolution on your own time and on your own terms with another party, mediation can be enormously rewarding and beneficial to both parties. Some of the rewards of mediation are:

1. Mediation is a creative solution, and is limited only by both parties' willingness to negotiate creatively. The more you are open to brainstorming with the mediator and the other party on how to resolve the issue, the more possible resolutions to the issue there are.
2. Mediation essentially puts you and your adversary on the same team. You find solutions together instead of facing off against each other. The teamwork approach to resolving the issue in mediation can help avoid a court battle later on.
3. Mediation is also an equalizer, allowing all parties to be heard, provided there isn't a large power difference that makes one or both parties uncomfortable or intimidated by the process.
4. Mediation also allows for the preservation of the parties' long-term relationship. This may be especially important in the case of family issues, where parents want to settle issues amicably for the sake of children or their own long-term friendship.

In short, there are some situations that are right for mediation. To determine if your situation is right for mediation or not you should assess your situation by speaking with [Brenda Kelleher-Flight](#) at [GDP Consulting Inc.](#)

Making the decision to hire a mediator is a big step in the process of resolving your dispute. Many wonder how to decide between a mediator and an attorney, and whether the cost of mediation is worth it.

The benefits of hiring a mediator

A mediator is invaluable if you are involved in any of the following situations.

Business disputes:

- Business disputes involving employee conflict, partnership changes, and issues with quality are often resolved in mediation.
- Related to this, employee disputes involving discrimination, problems with performance, and issues with sharing office space are right for mediation.
- Mediation is sometimes also used to address sexual harassment complaints.

Family disputes:

- Certain family disputes that parties are willing to negotiate amicably, such as visitation schedules, the roles grandparents will play in a child's life, caregiving, estate issues, and household rules are right for mediation.

Financial decisions:

- Financial decisions, such as deciding who pays for items that are shared, are right for mediation. Mediators can also facilitate cohabitation agreements.

Landlord-Tenant disputes:

- Landlord-tenant disputes related to overdue rent or discriminatory practices are frequently resolved in mediation.

Neighborhood disputes:

- Disputes with neighbors, such as those related to property line violations, barking dogs, and home and yard upkeep, are right for mediation.

School Disputes

- School disputes such as disagreement over assigned grades, issues with authority, bullying, delinquent behavior, and other related classroom issues can be resolved through mediation.

When conflict resolution does not work

Your situation is not right for mediation if:

1. You are looking for someone to blame or punish for what has happened.
2. The situation you find yourself in is not legally permitted to be resolved through mediation.
3. Your situation is also not right for mediation if what you hope to get out of the session is the truth of what happened.

Mediation isn't focused on blaming anyone or even on finding out the truth. It is focused on finding resolution, and mediators help with finding solutions by offering all parties techniques that aid in problem solving.

The importance of resolving conflict

It is important to remember that conflict is normal in relationships, and healthy conflict resolution goes hand in hand with building fulfilling and sustainable long-term relationships. A qualified mediator can teach you the tools to manage conflict in a healthy way and improve the relationships in your life.

Gaining these tools is invaluable, and if what you are looking for is skills that will help you build and sustain the relationships in your life in a more collaborative and healthy way, then yes, conflict resolution is worth the cost.

Conflict resolution sessions may leave you with skills you can use for the rest of your life and in relationships beyond the one you have with the person you participate in mediation with.

Final remarks

What you get out of conflict resolution depends entirely upon what you give, so if you enter into the mediation process thinking of it as a waste of time and money, you likely won't get as much out of it as you would if you entered into it thinking of it as a valuable investment. If conflict resolution is what you have decided on with the other party, it is in your best interest to view the conflict resolution process as a valuable investment to gain the most benefit from the process.



How to Resolve Conflict

- Successful Strategies to Resolve Conflict
- Hire a mediator

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