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Personal Benefits of Conflict Resolution Coaching



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by Brenda Kelleher-Flight Ph.D.

Introduction

We know that conflict generally starts when one of three conditions exists. First, two people have different views or ideas about the best course of action to take in a specific situation. Second, goals differ and this creates tension in a relationship. Finally, conflict occurs when two people's expectations for a situation or a relationship are not congruent.

When people are in a conflict situation, they wonder how to rectify the situation or decide upon the best course of action. One of the courses available is conflict resolution coaching. Sometimes it is easier to live with conflict than it is to solve it. However, living with this tension is not necessary. There are many personal benefits to conflict resolution coaching.

Benefits of conflict resolution coaching

Often people ask, "What are the real benefits of coaching to me?" I'm never sure of the answer they want but I do know what people gain at the end of our process.

- They are able to let go of the past and move on successfully.
- They can define the meaning of 'balance' in their lives.
- They gained confidence in their critical-thinking and problem-solving skills.
- gained a clearer picture of what they want from their workplace and how to go about making that a reality.
- They improved current personal and professional relationships.
- They lowered tension levels and a gained greater sense of well-being.
- They were able to focus on fulfilling financial dreams.
- They identified the circumstances that made them truly happy and can move forward and create those conditions.

Before you can reap these personal benefits, there are a few questions you should ask yourself. When you ask these questions, ensure your answers honestly represent what you think and want.

Questions to Ask

1. What is really frustrating me?
2. Why do I think I am unhappy in this situation?
3. Why does this person irritate me?
4. Why does this situation frustrate me?
5. Where did I think I would be at this stage of my life?
6. Do I feel valued?
7. Am I projecting beliefs and frustrations from the past onto this person or situation?
8. What is my story?
9. Why did I create this story?
10. What would happen if I rewrote this story?
11. What are the benefits of holding onto my beliefs?
12. Do I believe I am a victim?
13. Do I believe I have no power to change what is?
14. Do I wait for others to solve my problems?
15. Am I able to see my role in this situation?
16. Am I ready to learn new skills and change the way I view the world?
17. Am I willing to compromise?
18. Is it more important for me to be right than it is to be content?
19. What skills would I like to learn?
20. Am I open to receiving coaching support from another person or do I really want to hold onto my story and say there is no way out?
21. In the past, have I sabotaged efforts to resolve issues?

If you are unable to clearly answer any of these questions, then personal conflict resolution coaching is for you. If you really want to move forward you are ready to discover the personal benefits of conflict resolution coaching.

The Personal Benefits of Coaching

The personal benefits of coaching are many. Your coach will

- offer a safe space to vent your feelings
- enable you to say what is really on your mind, without criticizing you or condemning your thought processes
- ask open-ended questions and provide time for you to think and analyze your thoughts
- provide the opportunity for you to identify the components of your story and determine whether they fit your current situation
- help you uncover your options
- assist you to determine the pros and cons of each option
- give you time to think about your options
- assist you to identify the skills you want to learn
- coach you in those skills
- support you in the implementation of new skills.

During coaching, you will

- agree that you are a worthwhile individual with personal power
- accept who you are and your unique style
- learn to control your body language
- determine which beliefs are outdated and begin to replace them
- express your values and determine what you need to do to adhere to those values.

- feel confident in interpersonal relationships and express your opinions in non-threatening ways
- determine what actions need to be taken to feel less stress
- find constructive outlets for your frustration and tension
- improve your communication style
- increase your productivity,
- learn how to apologize and maintain your dignity
- learn how to convey trust and loyalty
- let go of the 'small stuff'
- manage tense situations easily
- plan your life strategically, knowing what you want and fulfilling your desires
- think clearly and focus on what is really important
- learn to thrive rather than survive
- begin trust yourself and others
- understand the difference between your conscious and unconscious beliefs, and
- understand your strengths and focus on those rather than on your perceived weaknesses.

The most important person in the world is you. When you are relaxed and open others reap the benefits.

It is all about you

No one else can do the work for you. Only you know what you want and how much you are willing to change or modify your beliefs or behavior. Only you can determine what you need to do to ensure your life is what you want it to be.

When you are clear about the issues causing conflict or holding you back, you are ready to embark on a new journey. You will make decisions which will make you happy. You will take care of other people's needs but refuse to let their desires hold you back.

You will be a good listener. Others will want you on their team. Your boundaries will be respected. Your goals will be clear. You will not lose focus on your vision for your personal and professional life.

You will take personal responsibility for your thoughts and decisions and let other people make their own choices. You will refrain from taking everything personally because you understand that each person is acting out his own story.

You will be empathetic but refrain from being sympathetic because you will not want to absorb others' negative energy. You will trust your thought processes, seek out advice when you need it without feeling inadequate, and make informed decisions which are in your own best interests.

The main thing is that when you learn new skills once, you do not have to repeat that process. All you need to do is stop when something negative is said or done and question how you want to respond. You will aim to be happy.

Final Comment

Gaining the skills to create the circumstances you deserve is one of the most important things you will ever do for yourself. You will immediately recognize when you have different views or ideas about a specific situation and you will decide if you want to do anything to ensure your own peace of mind.

When your goals differ from another's goals you will sit back and evaluate what you need to do to ensure you attain your goals without jeopardizing your relationship with the other person. If you begin a relationship and have different expectations from the other person, you are able to remain or move on without holding a grudge.

You will no longer need to live with long-term tension which destroys your sense of well-being or your health.