



## Worksheet 2a.A3

### Competency: Conflict Management— Conflict Postmortem

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Seek to understand the conflict situation by carefully thinking through the questions below.

1. What was the conflict?
2. What was the position of each party involved? What was the underlying interest? Were they the same? Were they different?
  - a. Party 1
    - i. Position
    - ii. Underlying interest
  - b. Party 2
    - i. Position
    - ii. Underlying interest
  - c. Party 3
    - i. Position
    - ii. Underlying interest
  - d. Party 4
    - i. Position
    - ii. Underlying interest
3. What are the values and motivations driving each of the parties?
  - a. Party 1
  - b. Party 2
  - c. Party 3
  - d. Party 4



4. What did the parties involved in the conflict have in common? Were there underlying interests the parties had in common?
  
5. How did cultural experiences influence the situation? People's behavior?
  
6. Did anything happen to escalate the conflict? Was that escalation helpful? If not, how could it have been managed in ways that are more helpful?
  
7. What was your role in the conflict situation?
  
8. How did your conflict management style affect the situation?
  
9. What actions could you have taken to manage the conflict in ways that are more helpful?
  
10. What lessons did you learn from this situation?

