

Conflict styles & cultures

1.

lots of time

approach it slowly/ not at all, evade, let it run into the void, intrigues



little time

2.

speaking about it quickly and directly, recklessness, threats



ritualised emotions

3.

show, what is desired (if possible), you know how you are supposed to feel but not what you feel



4.

repressed emotions

speaking little, cool, supposedly factual, you don't let feelings get to you, control



5.

punishment

Exclusion from the community, rules, stigma, guilt-atonement



6.

Rehabilitation

Paying reparations, shame, forgiveness (possibly pragmatic / enforced), reintegration



7.

Victim

Focus on healing the victim, victims talk about their suffering, receive support, solidarity



8.

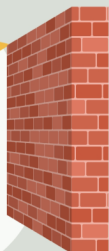
Offenders

Discussions about prosecuting the offender, amount of penalty matters, deterrence

9.

Private matter

Avoidance, authority decides, otherwise isolation, avoid/cover up personal involvement



open

10.

Involve the community, transparency, stand behind it personally, possibly dramatisation



References

Conflict-Training for sustainable transformation

Transformational training cycle in four modules

1. Getting to know (and maybe even love...?) the working styles of my team members
2. Intercultural communication and conflict management
3. Intensive communication workshop
4. Action research workshop for sustainability data collection: How sustainable is my company?

Karoline Caesar
c/o The Artists
Bonngasse 29
53111 Bonn

+49-1575-81 86 282
Karoline.caesar@gmail.com

MA University of Kiel
Sustainability-Coach
Mediator
Intercultural trainer

KAROLINE CAESAR

