



*A very special thank you to all of those who are serving or have served our country -- we salute you!*

*We wish all of you a wonderful Fourth of July and a speedy and healthy resolution of your conflicts.*



### **9 Ways That Conflict Can Have Positive Outcomes**

**1. Conflicts are an opportunity to learn about your spouse, partner, friend, family member, neighbor, coworker or stranger.** Conflicts arising from differing personalities can help you figure out how to problem solve and maybe even work well together in other arenas. Sometimes it is just the vessel it is coming from. I frequently say that my husband Ken could tell me something and I think "Are you nuts?" My sisters or girlfriends can tell me the **exact same thing**, I think they are "genius." Knowing that the vessel itself creates the conflict makes it much easier to listen "for" the message, not "to" the messenger.

**2. Managing conflicts appropriately helps build independence** Learning how to appropriately deal with conflict relieves you from the bondage of the person and issue. A key management tool is understanding where "neutral" ground is physically. People often pick the exactly wrong place to negotiate, and in the wrong place, very little conflict resolution is likely.

**3. Conflict creates an opportunity**

### ***Extra, Extra!***

We're hiring full and part-time administrative positions.

Please submit your PDF format resume, and a 1-minute video by replying to this email.

In your video, tell us about you and your skills with:

1. Customer Service
2. Phone Etiquette
3. Microsoft Office 2007
4. Google programs
5. QuickBooks 2015

---

### ***Events***

***241st  
Independence  
Day***

July 4, 2017

---

**to be creative and can stretch you to find solutions that are outside of your comfort level**

Constructively addressing conflict encourages you and others to bring new ideas to the table to help solve disputes. It may require (or even force!) you to see something from someone else's perspective. Possibilities become endless.

**4. Conflict helps people find common ground.** Although it is easy to get stuck arguing about who did what, to who and why, identifying and confronting these issues often focuses people on thinking differently and finding an alternative and different ways to resolve a problem and find an acceptable solution.

**5. Healthy conflicts can often end with a win-win solution.** When someone is able to honestly state his/her opinion, and the listener can really hear and respect the difference in their points of view, the two can often find alternative that work for both of them... and those they come in contact with... though neither may get everything he/she wants.

**6. Conflict is an opportunity to open up communication on a difficult subject.** Conflict and confrontation are natural and healthy components of any relationship. There is no right, wrong, good or bad in identifying or causing constructive conflict. Often the issue people think they are in conflict about is not the issue on which they really disagree.

**7. Timing the tactful conversation about conflict strengthens relationships.** Confronting conflict increases the openness and honesty and often the closeness in a relationship. Peace achieved through conflict avoidance is short lived and often dishonest. Setting a good stage for confronting conflict is key. In the No BS Divorce Book, I suggest that spouses in conflict figure out their "time tolerance" for each other; that is the amount of time they can actually speak to each other without the conversation breaking down. It might be five minutes, it might be one hour. If they go one minute past their time tolerance, this frequently undoes the good things accomplished in the first 5 to 30.

**8. Managing conflict by dealing with it is more efficient than letting conflicts fester.** Getting right to the disputed issue at hand resolves issues quicker and shortens the emotional time dwelling on the subject.

**9. Conflict teaches people about their negotiation styles and what works and what doesn't.** Understanding your negotiation style

*DCBA's 2017  
Golf Outing*

August 24, 2017

Cantigny Golf Course  
in Wheaton

Contact Cynthia at  
(630) 653-7779  
for more info!

-----

often requires an assessment of your conflict resolutions style. How you react to different points of view, spiritual differences, different emotional responses during times of stress and conflict can help you take on other conflicts whether they be at home, at the work place or in a social setting. Knowing that you may have more challenges if you are hungry, angry, lonely, tired or even sick, is valuable information as you will assess conflict. Delaying, not avoiding, the discussion until a time that you are better equipped to resolve the issue may result in a better communication style.



## *Brigid A. Duffield*

The Law Office of Brigid A. Duffield, P.C.  
1749 S Naperville Rd, Suite 201  
Wheaton, IL 60189  
[\(630\)221-9300](tel:(630)221-9300)  
[Brigid@BrigidDuffield.com](mailto:Brigid@BrigidDuffield.com)  
[www.BrigidDuffield.com](http://www.BrigidDuffield.com)

*Attorney Disclaimer: This email is general information only and should not be construed to be formal legal advice or the formation of an attorney/client relationship.*

**If you enjoyed this newsletter and know others who would like to receive it, please forward this along to friends, family & colleagues! Use the "Forward email" link at the bottom of this newsletter.**

**To unsubscribe, please use the "SafeUnsubscribe" link below (but we'd rather you didn't!). All contents of ©The Law Office of Brigid A. Duffield, P.C. are copyrighted except where indicated otherwise. All rights reserved world wide.**

**Duplicates or reprints of this publication can be made only with expressed written permission of Brigid Duffield. All trademarks are property of their respective owners. All content is provided as is. In our extensive research, we've made every attempt to be accurate in attributing quotes, poems, jokes and the like. If you are the owner of the rights of any of this content, please contact us so we may arrange for appropriate permission and credit.**

