



Happy Independence Day!

We celebrate July 4 as the day that represents the Declaration of Independence and the birth of the United States of America as an independent nation.

A special thank you to all those who have served or currently serve in support of that independence!

We wish you all a wonderful Fourth of July and a peaceful resolution of your conflicts, big and small!

In 1776, the Independence Day holiday was born out of the conflict between the American colonies and the rule of Great Britain. One thing hasn't changed: the prospect of change and conflict makes most people nervous! We certainly have witnessed and felt that in the past 90 days. Yet, conflict can be a source of growth and have a positive impact on our lives as well as expanding our belief systems, whether they be political, religious or personal.

Positive Outcomes of Conflict Include:

Conflict can open communication on a difficult subject. Conflict and confrontation are natural and healthy components of any relationship. It causes us to rethink our beliefs, our expectations and our values. When conflict runs riot or is unhealthy, the acting out behaviors can be destructive. When handled in a healthy and respectful manner, conflict can shed new light on an old idea. It requires the skill to communicate differences respectfully and perhaps being "ok" when the outcome is an agreement to disagree. The skill set, usually not intuitive, can be learned and if learned people often discover that they are able to remain calm in the midst of a brewing storm and positive outcomes can be achieved.

Conflict creates opportunity. Addressing conflict



“TRUE PATRIOTISM
SPRINGS FROM A BELIEF
IN THE DIGNITY OF THE
INDIVIDUAL, FREEDOM
AND EQUALITY NOT ONLY
FOR AMERICANS BUT FOR
ALL PEOPLE ON EARTH...”

— ELEANOR ROOSEVELT

constructively expands thoughts, creative juices start to flow, and disputes are often resolved. It can be empowering to see the situation from another person's point of view, a new set of glasses if you will....

Addressing conflict in a timely manner creates the possibility that it will be less destructive. Dealing with conflict in an immediate or sometimes not immediate way helps resolve issues more effectively and reduces the damage that can occur when conflict is allowed to fester beyond a healthy timeline. The longer it simmers, the hotter it gets. Covid has pushed people to find alternative, satisfactory resolution to new problems and new opportunities. It forced fast, informed decision making with minimal information and conflict as people sorted out and continue to sort out what they believe is best for them, their families, and their children.

Conflict teaches people about their own negotiation styles and abilities. Conflict, particularly the kind Covid created, seeped out in destructive ways, in areas and to the wrong person. Lashing out at an easy target can become an improper response to a situation where one feels unheard or powerless. Untreated conflict can affect other situations and circumstances that don't relate to the initial conflict. Recognizing challenges that can impact your conflict resolution styles will minimize the damage that unhealthy conflict styles.. For instance, are you **Hungry, Angry, Lonely or Tired**? Then it's time to **HALT** and reassess your reaction and approach. The same is true if you're sick - you may be better off delaying (not avoiding) a discussion until you're better equipped to resolve the issue. And of course, consider the question is this the time? A good default is to **WAIT** and discern...**Why Am I Talking.**

Conflicts are a natural opportunity to learn about the people around you: your spouse, significant other, friend, family member, neighbor, or co-worker. The conflict inherent with differing personalities can present a great learning opportunity. Sometimes, we receive the same message in a completely different way when it comes from a different person. Recognizing the potential for conflict helps us learn to listen to understand and comprehend - not just to respond or react.

Finally, conflict creates the opportunity for change and most of us are change resistant. But if we step back and analyze the good which comes out of conflict, we will be amazed at how much we have benefited from it.

To your continued success as We navigate the conflicts in the days and months to come!

"Our lives are not dependent upon whether or not we have conflict. It is what we do with conflict that makes the difference."

THOMAS CRUM



"For to be free is not merely to cast off one's chains, but to live in a way that respects and enhances the freedom of others." ~ Nelson Mandela

The Law Office of Brigid A. Duffield, P.C. wishes you a happy, healthy, safe and conflict-free Independence Day!

Brigid A. Duffield

Attorney/Mediator/Speaker/Author
The Law Office of Brigid A. Duffield, P.C.
[630.221.9300](tel:630.221.9300)
brigid@brigidduffield.com
www.brigidduffield.com

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