A GUIDE FOR CONFLICT

First, let's make some agreements:
- Be kind with your words and actions.
- Be honest and share your truth.
- One person at a time can speak. Use a speaking piece (any object that the speaker can hold when it is their turn to share).

Add any more you think would be helpful.

Now let's make sure we're calm enough to talk.
- Check in with your body. Do you feel calm enough to talk and to listen?
- Take 5 slow deep breaths.
- Stretch your arms and back and shake out your hands.

If you need more time to calm down, that's OK too. Wait until you are able to speak and listen calmly.

Take turns answering the following questions:
- What happened? (Answer from your perspective. Just the facts, no assumptions.)
- What would you like the other person to understand?
- How are you feeling? (Try using: I feel ___ because I need ___)
- Can you explain how the other person is feeling in your own words?
- What do you need to be able to move on?
- What ideas do you have to make this right?

Now, write an agreement together on what you will do to make it right/resolve the conflict and make sure it doesn't happen again.