7 TIPS TO RESOLVE WORKPLACE CONFLICT



Highlight shared goals or interests as a basis for constructive dialogue, acknowledging varied paths to the same end.

Investigate The Situation

Engage with stakeholders, identify unmet needs, determine if mediation is needed, and understand both viewpoints to pinpoint conflict origins.

Follow Up

Maintain open communication, ensuring adherence to agreements and checking on employee well-being, showcasing organizational commitment.

Brainstorm Solutions

Facilitate a brainstorming session, encouraging nonjudgmental idea sharing and collaborative pros/cons discussion.

Agree On A Solution

Through negotiation, aim for a resolution that's fair, realistic, and resonates with the previously identified common ground.

Establish Roles

Clearly outline responsibilities to shift from blame to teamwork, ensuring everyone understands their contribution to the resolution.

Document The Incident

Record details like involved parties, conflict nature, resolution, and commitments for clarity and future reference.



Conflict Management And Conflict Resolution Guide

G Psacharopoulos

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