

Understanding on conflict management

In this ever-changing world, there is a constant phenomenon of new inventions, discoveries, and creations, which has opened doors for many technologies and answered perplexed mysteries of nature. All of this wouldn't have been possible if people didn't dare to think differently or have different perspectives. Even 'fire', which is inarguably the greatest discovery of human mankind, wouldn't have been discovered if somebody hadn't come up with the idea or thought of striking stones. While different thinking, diverse opinions, and viewpoints are beneficial to us, it is not true for every scenario. This difference in opinions and perspectives is one of the main mediums that causes conflict. For me, it is defined as the clash between two parties due to differences in principles and opinions. Beyond these, I strongly believe conflicts can also arise from various socio-psychological factors. For instance, a sense of injustice can fuel feelings of resentment and the desire for revenge, escalating tensions between parties. Additionally, ego, pride, and the need to assert dominance can accelerate conflicts, as individuals or groups may resist compromise or cooperation in order to maintain a sense of. However, this conflict led to various detrimental effects, hampering trust and collaboration. Also, prolonged conflict may harm a person's emotions and psychology in the long run. Furthermore, violent disputes may lead to physical injuries, and in the worst scenario, they might even pass away. But the effect can be minimised by different approaches.

While conflict is of different types, different approaches or strategies are needed for its resolution. First of all, verbal conflict is the most prevalent type of conflict and is basically a dispute, but verbally. It is harmless physically, but it may be harmful sometimes as it can affect individuals emotionally and psychologically. For the solution, I think the key aspect is that everyone must know their limits. No one should pass hateful comments to anyone. No matter what, one must ethically understand not to make racist, discriminatory, or other derogatory remarks. I have seen one of my friends make a really racist comment, which led to an emotional breakdown with the other friend. Now that it's been 7 years, they haven't exchanged a single word with each other. Likewise, equally important after the cool down of rage, an individual is most likely to come to their senses and realise their mistake. While words can't be taken back, giving a proper apology minimises the chance of conflict happening in the future. Even in the above case of my friends, I have always wondered if the friend who made that comment sincerely apologised rather than being egoistical. Then, both being academically and athletically exceptionally brilliant, for sure, they would have become the best duo in school. Additionally, I truly believe if people acknowledged and accepted other people's ways of thinking, then the conflict rate would significantly drop. Like in case of religion where being respectful to other religion can prevent conflict.

On the other hand, a different type of conflict, 'physical conflict', has caused nothing but loss in one way or another. I think the best method to handle this problem would be to use an experienced conflict mediator. The first and foremost step is to take them out of the conflict. People in the vicinity should assist in separating them rather than assuming that it is none of their business. After a little period of cooling off, the mediator should listen to both sides and decide on an approach that would appease them both. I used a similar strategy to resolve a conflict. I acted as a mediator in a conflict between two friends. It was more verbal, but I applied the same technique of first separating them. I asked them both what the reason was. Both vigorously blamed each other, but on analysis, I found out the reason was that one of the friends was teasing the other, and as a reply, the other passed a hateful comment that eventually led to this. Both were not in a good position to be deemed innocent. I resolved the dispute by making him realise how unpleasant it is to be teased all the time. He acknowledged it, and there were mutual apologies.

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