

THE MRS IN LINK

RESOLVING CONFLICT IN RELATIONSHIPS

WON'T ALWAYS BE A *PIECE OF CAKE*.

AND IF YOU'RE ALREADY HAVING DIFFICULTY
COMMUNICATING AND RESOLVING CONFLICT
IN YOUR RELATIONSHIP/MARRIAGE,
THIS EXERCISE IS YOUR GUIDE.



**LEARN TO TARGET THE ISSUE OF CONFLICT,
RECOGNIZE EACH OTHER'S DIFFERENCES,
BE ABLE TO UNDERSTAND, VALIDATE AND EMPATHIZE,
AND EFFECTIVELY COME TO A RESOLUTION AND/OR COMPROMISE.**

THE PLUS SIDE TO THESE EXERCISES – IS YOU CAN USE THEM OVER AND OVER AGAIN! APPLY THEM TO YOUR ROUTINE, AND PRACTICE, BECAUSE NO RELATIONSHIP IS PERFECT – AND THERE'S ALWAYS ROOM FOR IMPROVEMENT!

PRINTABLE DESIGNED BY THEMRSINGLINK BLOG

Strengths & Weaknesses

EVALUATION EXERCISE

CONFLICT RESOLUTION

FOR COUPLES & RELATIONSHIPS

On a scale of 1 – 5, grade **yourself and your partner** based on whether you feel these attributes are a strength or weakness in terms of conflict in relationships

(1 being a weakness, 5 being a strength)

Anything in between means there is room for improvement and change)

If you chose a 5, specify why. If you chose 3 or below, specify by **facts** a need for change

.....

Example: Responding to conflict (by emotions) **Specify:** I do not emotionally overreact in anger. I keep a calm composure when conflict arises.

YOURSELF

Responding to conflict (by emotions)

1 2 3 4 5

Specify:

Knowing when not to engage and walk away (or retaliate)

1 2 3 4 5

Specify:

Ability to verbally understand the thoughts and feelings of your significant other

1 2 3 4 5

Specify:

Use of physical contact and inappropriate language (name calling)

1 2 3 4 5

Specify:

Controlling temper and anger

1 2 3 4 5

Specify:

Ability to express one's thoughts and feelings appropriately

1 2 3 4 5

Specify:

Listening when spoken to (without interruption)

1 2 3 4 5

Specify:

Responding to constructive criticism

1 2 3 4 5

Specify:

Handling of tone escalation/raising of voice

1 2 3 4 5

Specify:

YOUR SO

Responding to conflict (by emotions)

1 2 3 4 5

Specify:

Knowing when not to engage and walk away (or retaliate)

1 2 3 4 5

Specify:

Ability to verbally understand the thoughts and feelings of your significant other

1 2 3 4 5

Specify:

Use of physical contact and inappropriate language (name calling)

1 2 3 4 5

Specify:

Controlling temper and anger

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Handling of tone escalation/raising of voice

1 2 3 4 5

Specify:

Strengths & Weaknesses

EVALUATION EXERCISE

CONFLICT RESOLUTION

FOR COUPLES & RELATIONSHIPS

YOURSELF

Thinking before speaking

1 2 3 4 5

Specify:

Level of honesty and openness (with yourself and your significant other)

1 2 3 4 5

Specify:

Refrain from pointing blame on your significant other

1 2 3 4 5

Specify:

Ability to verbally empathize with your significant other

1 2 3 4 5

Specify:

Enabling oneself to be "wrong"/admit to wrongfulness/letting go

1 2 3 4 5

Specify:

Self control

1 2 3 4 5

Specify:

Knowing how to compromise in conflict

1 2 3 4 5

Specify:

Following through on agreements/compromise

1 2 3 4 5

Specify:

Willingness to forgive

1 2 3 4 5

Specify:

YOUR SO

Thinking before speaking

1 2 3 4 5

Specify:

Level of honesty and openness (with yourself and your significant other)

1 2 3 4 5

Specify:

Refrain from pointing blame on your significant other

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1 2 3 4 5

Specify:

Willingness to forgive

1 2 3 4 5

Specify:

When both sides are completed, discuss among each other how you graded yourselves, and one another.

Be able to accept each grade as a way of feedback in areas that may need improvement.

If the score you gave yourself does not match up to what your partner scored you - discuss the facts you each specified.

This exercise is to benefit both significant others in acknowledging their own strengths and weaknesses regarding handling conflict in their relationship, and coming together in what areas need improvement to aid in conflict resolution.

Because remember - sometimes the cause of conflict isn't the issue - it's how you go about handling it.

When you have finished this exercise, move onto the next phase in **Conflict Resolution**.

L.U.V.E. in conflict

EXERCISE

CONFLICT RESOLUTION

FOR COUPLES & RELATIONSHIPS

In this exercise, you and your partner will practice the **LUVE** process when it comes to facing conflict in your relationship. Whether the conflict is a mutual issue, or one sided, this exercise process is key to finding resolution and having healthy communication.

Individually fill out the questions and phrases in this exercise *the next time you are confronted with an issue of conflict*.

***It is crucial to do this exercise in a calm, collected state.**

You will fill out each step *individually*. Then, you will read your answer aloud before moving onto the next step.

The key is to stay on the topic of each step - refrain from beginning with the words "but" and "you".

- Do not interrupt one another's time to speak
- Do not correct one another's answers
- Focus on the needs and feelings from one another's answers

STEP 1:

Conflict isn't just about the *cause*, it's about the "root" for there being an issue (how it makes us feel). Otherwise, there wouldn't be conflict.

Example: Take "He doesn't help around the house ever yet always expects me to do it all myself" and say, "Household expectations and disrespect" or "Unequal household workload".

Subject of the conflict from **your** POV (*in less than 5 words*):

STEP 2:

How does the conflict make you feel (*describe with one emotion*):

Example: Hurt

STEP 3:

LISTEN: using "I"; refrain from using "you" in your response.

1. Listen to each response without the intent to speak (respond)
2. Do not interrupt, or respond pertaining to each other's answer
3. The point is for both sides to voice their emotions (*without pointing blame*) and recognize the feelings present.

You say, "I feel (emotion)..."

Example: "I feel hurt that I am expected to uphold all of the household duties."

"I feel" _____

STEP 4:

UNDERSTAND: without the use of "BUT"

1. Intend to understand one another's feelings without having to agree
2. Do not interrupt, or respond pertaining to each other's answer
3. The point is to verbally open yourself to listening

You say, "I understand you feel (emotion)..."

Example: "I understand you feel annoyed that I don't appreciate your hard work."

"I understand you feel (emotion)" _____

STEP 5:

VALIDATE: reiterating your *significant other's* conflict **POV** and emotions

1. Intend to let your significant other know they are being heard
2. Do not interrupt, or respond pertaining to each other's answer
3. The point is letting your SO know you are actively listening

You say, "I can see you are (emotion) by/from/because of/that... (conflict)."

Example: "I can see you are annoyed from not being appreciated for your hard work."

"I can see you are (emotion) by/from/because of/that...(conflict)"

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STEP 6:

Empathize: putting yourself in your SO's shoes

1. Empathy is not sympathy – you are “sharing” feelings, not pitying them.
2. Do not interrupt, or respond pertaining to each other's answer
3. The point is to have awareness of each other's emotions (not just your own)

You say, “I know why you feel (emotion)...and I am sorry for making you feel that way.”

Example: “I know why that would make you feel annoyed and less appreciated, and I am sorry for making you feel that way.”

“I know why you feel (emotion) _____

_____ **and I am sorry for making you feel that way.”**

STEP 7:

Self Resolution: What could I improve on/change to resolve this conflict?

Examples: Taking turns, reassurance, apologize and forgive, give and take, etc.

STEP 8:

Compromise: What way(s) of change/improvement can be mutually beneficial?

Examples: Taking turns, reassurance, apologize and forgive, give and take, etc.

STEP 9:

Is this issue of conflict forgivable?

If yes, repeat this line to your spouse AND to yourself.

“(SO's Name), I forgive you. In forgiving you, I let go of all anger, hurt, resentment and negative emotions in allowing us to move forward in improving our relationship/marriage.”

***Practice makes perfect. The exercise in this printable is not a guaranteed fix, but aids in helping and maintaining healthy communication in every relationship.**