

VIEWPOINT COMMENTS

on "Dealing with Conflict" (May 2009)

There were a lot of very positive comments and a few sent a paragraph or two as below:-

"That session about the fear in Kendal was a very wise "class of life". Some weeks ago I went to see my 12 year old son playing football in an important match for him. I perceived some inhibition on him to play as used to do; after the match he mentioned "the fear tied his legs", fear because he is younger or shorter than the rest of the team, mainly the rivals. So I tried to explain all about fear that we learned during those days ... sometimes I believe that during my 50 something years old and all my ran miles, I have nothing new to see or to learn, but that class about fear was superb. I really want to say thanks for that learning; now are into my soul and I try to extend the idea to everybody facing fear, real or not so real."

- Luis (Argentina)

"Excellent viewpoint - certainly in the current environment we are in - there is more pressure, which generates more anxiety, insecurity, lack of confidence thus fear to deal with conflict.

I must admit when Wentworth taught us the 4 points it was pretty obvious and simple - however, doing it, applying it is different.

But the challenge was there to try it out - which as you know me, I did.

Now it's simple, natural and I'm OH SO THANKFUL for these small gifts."

- Jannick (Belgium)

"On conflict I have also learned that there is very often a "fairness" issue. If you don't face the conflict, and deal with it, you are being unfair to all the other people being affected by the issue. You are expected to be a leader to the whole team and by avoiding something you find uncomfortable you fail in your role".

- Bob (USA)

"Best one yet. There is also the opposite side of this that some managers handle conflict too quickly without considering the real issue at hand. Why is this person being a conflict? Do they actually have a conflict themselves?

I do know that this behaviour can be developed and managed as I was once one of those managers that avoided it. Even today after 25 years of experience I still have to consciously avoid the pitfalls of avoidance. The other interesting dynamic of this subject is that some managers will eventually deal with the issue but their delay or procrastination causes harm within the organisation as others are aware of the conflicts and the lack of action. They wonder why can a person get away with this behaviour that clearly is unacceptable?"

- Randall (USA)