

THOUGHTFUL THURSDAYS

Presented by the Indiana 4-H Civic Engagement Team
May, 2020

Zoom link: purdue.ag/4hthoughtfulthurs
Participation link: purdue.ag/4hthoughtfulthurs1



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Zoom Tips

- Keep your microphone muted during the presentation
- Turn off your video if you are having connection issues
- Ask questions by typing in the chat box
- Be respectful and considerate of others
- This program is being monitored and recorded



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What is 4-H?

- National program designed for youth in grades 3-12, involving over 6 million students
- Offers opportunities through hands-on activities to help you learn skills you'll use throughout your life
- Coordinated by Purdue University in Indiana
- Led by a 4-H Educator in each Indiana county, with support from hundreds of 4-H Volunteers
- Can choose to learn about 60+ subject areas
- For more information, visit: <https://extension.purdue.edu/4h/Pages/default.aspx>



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Thoughtful Thursday Schedule

- May 7 – Can't we all just get along?
- May 14 – Is it ethical?
- May 21 – Define your legacy
- May 28 – Patriotism and you

- Join us each Thursday in May from 3-4 p.m. (EDT)
- Visit the 4-H Civic Engagement Webpage at: <https://extension.purdue.edu/4h/Pages/CivicEngagementResources.aspx>



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Today's presenters...

- Kati Sweet, Hendricks County 4-H Extension Educator
- Doug Keenan, Noble County 4-H Extension Educator






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CONFLICT RESOLUTION

Objectives:

1. Distinguish among three stages of conflict
2. Demonstrate methods to resolve conflict situations



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Conflict Resolution

Conflict Basics

- Conflict is normal
- Two types:
 - Internal
 - Interpersonal

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Conflict Resolution

Resolving Conflict

- Keep a check on your temper
- Be open minded
- Listen to others
- Cool off if needed
- Keep your voice calm
- Work towards a fair solution
- Refrain from putting down other(s) involved
- Include all those involved in the discussion
- Other ideas?

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Conflict Resolution – 3 Stages

Stage 1

Stage One: Everyday Difficulties
(typically not a big deal; may choose to give in, go along with, or ignore)

Characteristics	Strategies
<ul style="list-style-type: none"> Low intensity Day-to-day irritations Discomfort and anger are quickly passed off "No big deal" attitude 	<ul style="list-style-type: none"> Avoidance Obliging Jointly examine both sides Evaluate the proportion of the reaction to the situation

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Conflict Resolution – 3 Stages

Stage 2

Stage Two: Significant Difficulties
(people take sides; look to win; save face; preserve own self-interests)

Characteristics	Strategies
<ul style="list-style-type: none"> Win-lose attitude More personal investment Self interest & saving face is important Victories/mistakes are remembered Alliances & cliques are formed 	<ul style="list-style-type: none"> Create a safe environment-neutral Hard on facts and soft on people Do initial work as a team Look for middle ground Allow enough time Seat people next to each other

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Conflict Resolution – 3 Stages

Stage 3

Stage Three: Overt Battles
(not only want to win, but also want to hurt; no middle ground)

Characteristics	Strategies
<ul style="list-style-type: none"> Shift from wanting to win to wanting to hurt Being right and punishing the wrong is a consuming motivation Positions are polarized Logic and reason are ineffective 	<ul style="list-style-type: none"> Negotiation-discussion and compromise Mediation-third party serves as a go-between in order to reconcile Arbitration-determination of a case in controversy by a person selected by the parties

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BREAK OUT SESSIONS - 10 MINUTES

Stages of Conflict



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Conflict Resolution – 3 Stages

Stage 1 – Everyday Difficulties

Stage 2 – Significant Difficulties

Stage 3 – Overt Battles



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QUIZ TIME!

Don't worry... it's not graded.



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Questions




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Upcoming 4-H Events!

- 4-H Civic Engagement Workshop, June 10-12
 - Talk with local and state government officials
 - Identify and address local community issues
 - Learn about international experiences available
- State 4-H Junior Leader Conference, June 16-18
 - Personal and group leadership activities
 - "Leadership and Laughter," Craig Tornquist, comedian
- State 4-H Band & Chorus
- Indiana 4-H Round-Up
 - Michael Cuestas, speaking May 20, 3-4 p.m. and May 21, 5-6 p.m.



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Thank you for joining us!

- Tune into **Thoughtful Thursday** again next week, same time, same connection link!
- Thank you for taking two minutes to answer a few simple questions for us!
 - Please visit: purdue.ag/4hthoughtfulthurs2
 - purdue.ag/4hthoughtfulthurs1 (if you didn't complete this at the beginning of today's session)



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