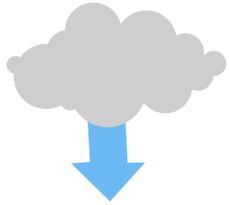
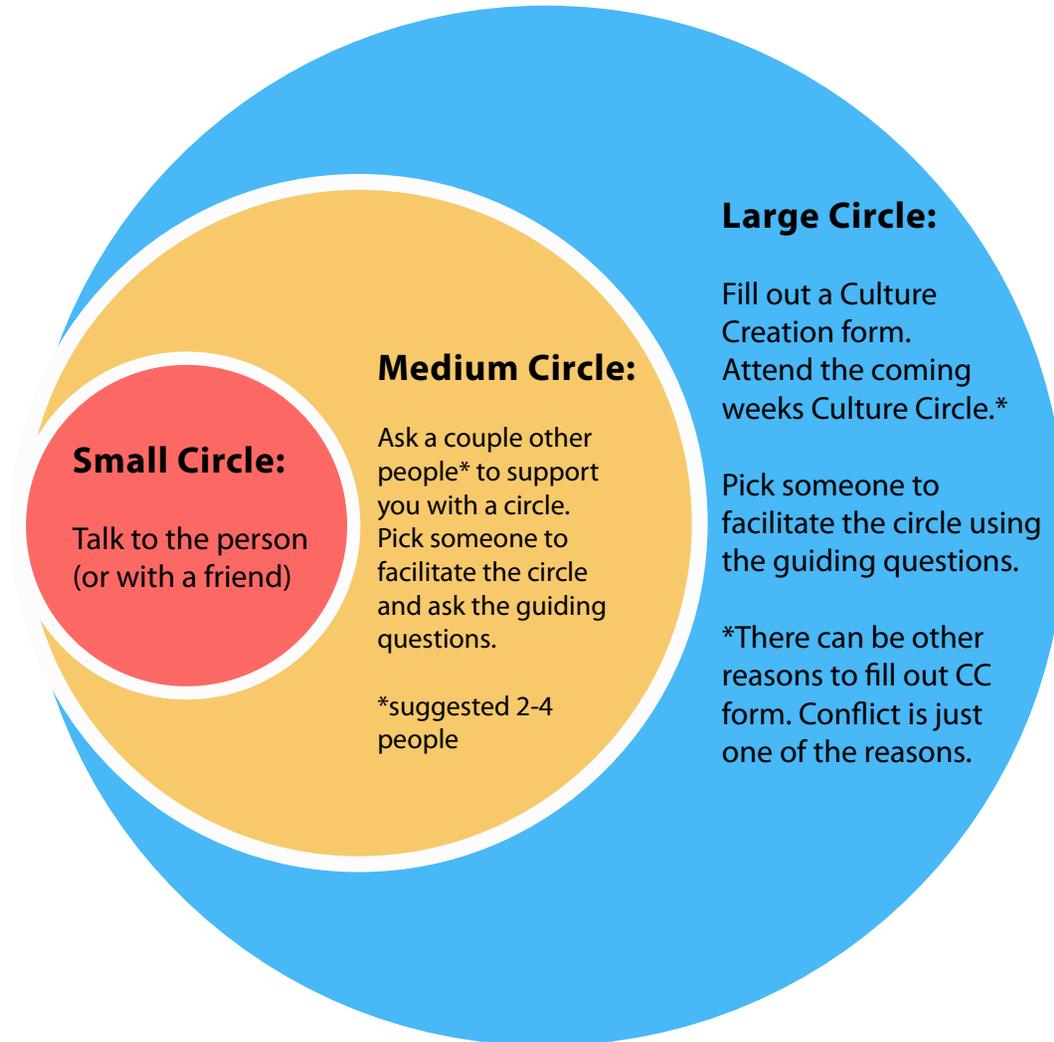


Conflict Resolution Process



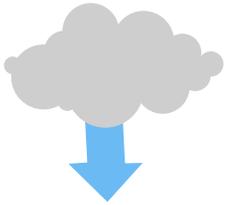
Stop.
Take a breath.
Call on circles to
get the support
you need.



Guiding questions for facilitating Conflict Resolution circles:

- 1) What happened?
- 2) How do you feel about what happened?
- 3) What do you need to move forward?
- 4) What are you asking for and agreeing to do?

Conflict Resolution Process



Stop.
Take a breath.
Call on circles to
get the support
you need.

Small Circle:

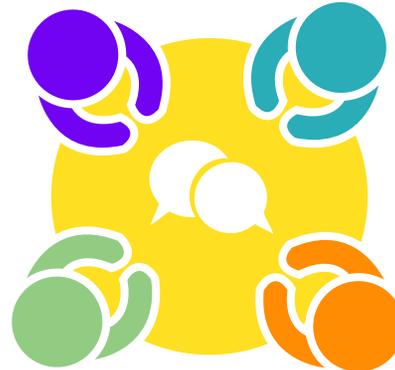
Talk to the person
(or with a friend)



Medium Circle:

Ask a couple other
people* to support
you with a circle.
Pick someone to
facilitate the circle
and ask the guiding
questions.

*suggested 2-4
people



Large Circle:

Fill out a Culture
Creation form.
Attend the coming
weeks Culture Circle.*

Pick someone to
facilitate the circle using
the guiding questions.

*There can be other
reasons to fill out CC
form. Conflict is just
one of the reasons.



Guiding questions for facilitating Conflict Resolution circles:

- 1) What happened?
- 2) How do you feel about what happened?
- 3) What do you need to move forward?
- 4) What are you asking for and agreeing to do?

CONFLICT RESOLUTION

1. What happened?

- All people involved have an opportunity to share their experience
- Facts not judgements

2. How do you feel about what happened?

- All people involved have an opportunity to share their feelings and be heard

3. What are your needs?

- All people involved state their needs

4. What agreement can we make?

- Make a plan that meets each person's needs and an agreement to hold accountability