

Conflict and Power

Many people associate power with unethical and immoral behaviour, self-interested attitudes and actions, and opportunistic behaviour. However, recent [bha fpx 4009 assessment 2 reimbursement options](#) shows that power-holders can be more benevolent if they feel safe in their positions.

In experiments, participants were placed in dyads and asked to negotiate certain issues or disagreements with each other.

Change strategy and implementation

Teachers need to encourage students to understand that their conceptions of power affect their strategies in conflict. Too often they view conflicts as win-lose competitions thus impairing their chances for satisfactory resolutions. A broader understanding of power that emphasizes cooperative and dependent power could change this.

Likewise, teachers need to be open to modifying the social contract and not shy away from using formal authority as a way of decreasing student conflict in class. This might include enforcing consistent consequences or using a set of win-win conflict resolution guidelines [msn fpx 6021 change strategy and implementation](#) all classes to follow.

Encourage students to recognize and appreciate when their teachers demonstrate these conflict resolution skills. Seeing their teachers in action may help them overcome the negative affect and reaction that can lead to fighting, bullying, arguments and other types of student discord.

Applying research skills

The process of research teaches students to analyze the problem and identify possible solutions. It is also a useful way to gain a new perspective on one's own behavior patterns. It can help improve the efficiency of a business, strengthen friendships, and ease tensions at work. It also encourages students to develop an internal locus of control, a sense of belonging, and a mastery orientation to learning.

Structural power stems from the resources people bring to a conflict, the legal and political realities within which it occurs, and formal authority (if any). In contrast, personal power is rooted in a person's characteristics and traits such as determination, communication skills, [nhs fpx 4000 assessment 2 applying research skills](#), and perseverance.

While eliminating conflict may be ideal, it is important to know how to deal with conflicts in a constructive and productive manner. The process of win-win conflict resolution promotes each of these factors and helps students become more responsible in their approach to class problems.

Collaboration and leadership reflection

Conflicts are a part of life, but how they are managed can make or break an

organization. Conflicts can arise from differences in people's values, backgrounds, interests and opinions. Conflict can also be caused by organizational structure and the varying degrees of power that each person holds. Conflict management strategies can help to resolve conflicts and improve communication and [nhs fpx 4010 assessment 1 collaboration and leadership reflection](#).

Often, power is seen as a competitive "power over" view, which leads to conflict situations where parties try to win the battle of proving their power. A broader understanding of power can offer alternatives to this conflict strategy.

A foundational system limits the nature and effects of both 'power to' (systemic power) and 'power over' (episodic power). The foundational system also has inherent conflict, so all power practices within it will continue to cause the resurfacing of different manifestations of latent conflict. To overcome this, interventions that foster power-holders' sense of safety regarding their positions [COM FPX 3700 Assessment 3 Conflict and Power](#) encourage them to see their power as responsibility towards others rather than opportunity are needed.