

**The Conflict-Partnership Pathway
To Effective Conflict Resolution**

Conflict partner A	The Relationship	Conflict partner B
needs	conflicts	needs
values	commonalities	values
perceptions	differences	perceptions
goals	shared needs	goals
feelings		feelings
interests		interests

1 Create an effective atmosphere

2 Clarify perceptions

3 Focus on individual and shared needs

4 Build shared positive power

5 Look to the future, then learn from the past

6 Generate options

7 Develop "doables" - stepping-stones to action

8 Make mutual-benefit agreements

Conflict partner A	Improved relationship patterns in which differences and conflicts are dealt with in ways that nurture mutual development.	Conflict partner B
--------------------	---	--------------------