

CENTER FOR
=====INTERNATIONAL DIALOGUE=====

Conflict Resolution Seminars

"Resolving Conflict Through the 90's"

Phase I

Inner Dialogue for Conflict Prevention and Reconciliation

WHEN YOU ARE THE RECIPIENT OF ANOTHER'S ANGER

A. Before Responding...Stop! (Breathe)

B. Withdraw temporarily from situation to gain perspective

1. Withdraw physically if possible...to take necessary process time before responding
2. Withdraw emotionally, if situation does not allow time for physical distance.

C. Ask yourself:

1. What is behind this anger?
2. What are the unresolved issues within this person that they may be projecting onto me?
3. Are there accumulations of past patterns within them that I or the situation may be triggering ie (fear, attachments, avoidances, territorial issues, competition, etc.
4. What is it within me that may have catalyzed or triggered their reaction?
5. What can I do to help this person work through their own personal issues that relate to their anger in this situation.
6. Can I get beyond my own personal fears, need to protect my own self image, sense of injustice and in turn the need for immediate retribution...wanting to see justice and myself vindicated in this situation (NOW).....
7. Can I get behind my own guilt....feeling that I've done something wrong...that I am unworthy....there is something wrong with me...why can't I do the right thing....fit in....be like everyone else or the way another would like me to be.
8. Can I get beyond my need to be approved of...to be acceptable to others so I will be acceptable to myself.?
9. Can I get beyond my fear and horror of criticism...feeling the injustice of this persons criticism.....

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10. Can I get beyond my need to be loved unconditionally...to be accepted as I am unconditionally.
11. Can I accept myself unconditionally....no matter how another lashes out at me...can I still feel secure and loved.
12. Am I expecting from them what I do not give to others.
13. Can I forgive this person for having judged, condemned and criticized me...for not believing in me...for not trusting me?
14. Can I get beyond my own impatience of wanting to see the situation corrected immediately and justice done....and my image restored IMMEDIATELY.
15. Can I live in a state of NON RESOLUTION - working on my own inner process before responding to the situation.....and for how long? How long can I wait before balance and harmony is restored to the situation?
16. Can I heal the growing anger within my heart and mind toward this person for the injury and pain that they have caused me.?
17. Have I gone beyond my own anger...to a place of forgiveness (forgiving another for having judged me and forgiving myself for having judged them)
18. Am I ready to communicate now to them from my heart...about the way their reaction has made me feel....without anger."I understand you are feeling upset, could you help me by talking with me about what you are feeling. I really want to understand. I want clarification so we can work through this together.
19. Am I ready to hear the rest of what they have to say...without reacting defensively? Can I objectively observing the sensations of my own inner reaction during this process...Am I able to listen with an open heart..Can I Listen..understand and LOVE?
20. Can I respond appropriately following my own inner guidance, free from anger, blame, defense...guilt and revenge?
21. Can I feel a sense of oneness with them...that their journey has also been my journey...that their pains are not separate from my own....their needs not separate from my own. Can I Love all humanity through them. Seeing them as my brothers and sisters of the same source.?

== INTERNATIONAL DIALOGUE ==

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WHEN YOU ARE ANGRY AT ANOTHER

When you are upset at another individual or a group of people, how do you avoid a conflict and a severance of a relationship?

- A. Pull Back - Put your angry projections on hold!
- B. Look within yourself towards the Source of your own anger (and own it).
- C. Are you angry because?
 - 1. This person did not "measure up"...to your expectations?
 - 2. They did not fulfill the images you superimposed on them....?
 - 3. Were you disillusioned do to your own expectations.?
 - 4. You did not communicate fully with them previously of your need?
 - 5. They or the situation triggered unhealed past patterns within you.that related to another person or situation?
 - 6. You repressed emotions for a long time...stuffing rather than processing or gently expressing your feelings?
 - 7. There is something in them that you admire...and feel you cannot aspire to...and therefore want to cut off their head to make yourself taller; or tear them down (off their pedestal) to come "down" to where you think you are?
 - 8. They remind you of your own lack of value and self worth?
 - 9. You have a need for recognition from this person or group and feel angry at them for other reasons...one of them being because you feel you are not recognized or appreciated by them?

Page 2 (when you are angry at another)

D. CAN YOU...

1. Feel their pain as you would your own?
2. Go within...realign with your own center...come to a place of balance....to release the anger, criticism, judgement...
3. Can you feel your own life's journey as being like that of the person you are angry at?
4. Can you see that your past may be very similar to the one you have directed your anger?

E. IF YOU CANNOT

- 1 Fully heal your conflict situation by working it out within yourself...are you **READY TO TAKE THE RISK** of sharing your vulnerability with the other person...saying"....

"I was upset and have been trying to work through this within myself to see what it was within me that was upsetting me in this situation? Could we discuss this together...I really need your help in trying to work this through." Then speak from a clear, quiet, gentle place from within. Anger disempowers...speak from Love .it is the greatest power in the Universe...Love is the agent of healing

Accept responsibility for whatever the outcome may be. It is not up to the other person....but up to you...you have shared your process and your feelings....**NOW RELEASE** all expectation of the way in which they should react...alter their behavior...or respond in a certain wayLet go...and love..

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Phase II

DEFINING PREJUDICE

Perhaps we can re-evaluate the connotations we may have accumulated around the words...."prejudice and stereotypes"·

To understand the origin of prejudice and stereotypes, we need to explore the way we, as human beings, process information:

1. When we receive information generally, we take it in as fact...
2. We then bring our own perceptions to it...and usually draw a conclusion based on our perceptions...more than the "fact".
3. From our conclusions, we may base our opinion of a person, a group of people or a situation, not upon the whole picture,...but on a piece, or pieces of information that is available to us at the time. (sometimes called "jumping to conclusions")

For Example:

A piece of a T.V. news film in which we see a male African-American being searched and treated as a criminal. We may jump to a conclusion about the man (generally negative) based on what we have seen and what has been reported through Television.

What there is a tendency to do at this point...is to make a conclusion..close the door on any further incoming information...and put all African-Americans into that slot where the idea remains and generally little will change it because we are somehow sure that we are right. In the future, when we come into contact with an African American, we will tend to respond according to that "preset" image....this is known as PRE-JUDGEMENT...or PREJUDICE.

Definition of Prejudice:

Prejudice is drawing a conclusion from too small a number of facts and experiences. This would bring us to the conclusion that those that have the least amount of intercultural experiences would be the most likely to be more prejudiced toward others because the few facts they draw on are media reporting, films, and other sources that are removed from their own personal and direct experiences (see mind wave cycles - 3rd form of correct perception....based on inference...that can lead to misperceptions).