



Conflict Management

Conflicts can be stifling– but they also have development potential

Conflicts are an unavoidable part of relationships and collaboration, and many of us are familiar with getting directly or indirectly involved in conflicts at work.

Conflicts manifest themselves in different ways and with varying intensity - right from mutual frustration to open conflict - and they can often seem difficult to resolve.

Conflicts, however, always have potential for positive development and can provide lessons as well as lead to enhanced collaborative relationships in the workplace..

As experienced industrial psychologists we participate as process consultants and mediators in the resolution of conflicts that relate to

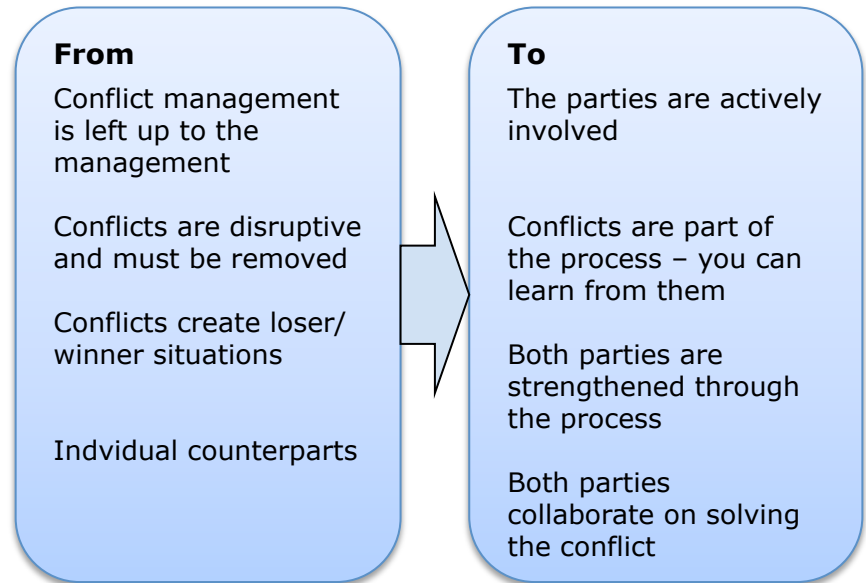
- Personal conflicts
- Group conflicts
- Conflicts regarding structure and organization

The object, if possible, is to come up with a solution to the current conflict that all parties can accept and live with.

When is conflict management needed?

- The conflict has been ingrained - despite attempts to find solutions
- The conflict is affecting the group's efficiency and well-being
- Certain individuals are especially burdened by the conflict
- Personal preferences and contradictions in the group block a solution

Understanding and managing conflicts



Requirements and benefits

The parties to the conflict and their manager agree to invest some time in working on the conflict, and in return they get the opportunity to learn more appropriate ways to resolve differences and problems so that conflicts can be handled more constructively going forward.

Contact and more information

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