Assignment

[Name of the Writer]

[Name of the Institution]

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**Answer #1**

Family conflicts may arise when members of the family have different viewpoints and beliefs. When someone’s feeling gets hurt by another person, it gives rise to misunderstanding, wrong assumptions and miscommunication. I have 5 members in my family, which include my father, who is 55 years old; my mother who is 50 years old; and my 2 siblings. I am the eldest one and I am 18 years old the other two are at the age of 15 and 13 years respectively. Overall the relationship of my family is good but at times I face conflict among my siblings. My younger brother named Ahmed is mostly having conflicts with me in routine. We are sharing a common room and the main reason for the conflict is different mood and study timings. He gets up early in the morning for school and my university timings are late, sometime I have to study late at night and get up in late timings. I sleep late at night and he wants me to sleep early. It is important for me to study late at night and my brother gets angry due to my late-night disturbance faced by him. Some time we had face to face destructive environment due to anger, and also cut off one another on social media or cellphones. We are very afraid of our parents that’s why we mostly give nonverbal reactions to one another. He used to make different faces to tease me and sometimes my tone of voice becomes very harsh with him due to his teasing habits. The linear model of communication is applied in our conflicts and these conflicts are mostly constructive.

**Answer #2**

By completing the conflict management style assessment, the highest score style of conflict management is avoiding style. Sometimes I used to withdraw and avoid the conflict because I felt that my younger brother is not mature enough to understand my problem. He does not understand that a relationship requires flexibility and compromises. I feel uncomfortable and anxious while having a conflict with him. I know my parents will support him because he is not mature. The results are not much surprising for me because I usually avoid the conflict. I usually handle the conflict by understanding the situation and we also learn that how to live together and it creates affection and emotions in both of us. Conflicts are the part of life and we are unable avoid them. For the perspective of development, a person who is using consistently avoiding approach has a firm belief that the conflict is not a good habit.

 A dominant member of the family usually had a problem of violence and anger. My younger brother is also having the same problem who constructively express his feelings and thoughts, which may create difference among us. Mostly verbal way of communication is used to solve these conflicts. The conflict can be reduced by communicating positively, this is mostly means that both parties agree to compromise. This can only happen if one person is avoiding the approach to manage conflict. Power imbalances and strong emotions are difficult to resolve if they present in any relationship. Strong emotions or the power imbalances that can be present in relationships are difficult to resolve and can only be addressed in a counseling situation.

**Answer # 3**

Conflict management has alternative ways to deal, which includes avoiding and resolution. The conflict management can only effective when the communication develops understanding among the individuals and the outcomes are agreeable to concerned people (Cahn & Abigail, 2007 pp. 07). For any healthy relationship, conflict is the normal part of it. Mostly, it is expected that two people will not agree at the same point and it is important to resolve the conflict. Mismanagement of conflict is harmful for any relationship. Conflict is a normal part of any healthy relationship. Usually, two people are not expected to agree on everything, all the time. When conflict is mismanaged, it can cause great harm to a relationship, but when handled in a respectful, positive way, conflict provides an opportunity to strengthen the bond between two people. Whatever the cause of disagreements and disputes, it is importantto learn the skills of conflict resolution and it is also important in making strong personal and professional relationship.

The perspective of meta conflict means to look back on the experiences of the conflicts, which is used to realize the person about his good or bad deeds (Cahn & Abigail, 2007 pp. 08). This approach is helpful to realize the mistakes and alter the behavior to manage the conflicts in a better way. I usually experience this perspective of meta conflict, which helps me to resolve the conflict with my brother or any person at home in a good manner. We should try to learn from previous experiences to make our relationship better.

**Answer # 4**

Dysfunctional conflict is mostly experienced when both parties are not satisfied with conflict resolution and the argument is not effective enough to resolve the conflict. The dysfunctional conflict is also an obstruct for the achievement of goal and it can increase tension, high turnover rate, dissatisfaction, distrust and distraction from organizational goals. The conflicts are not only costly for an individual instead they can also weaken the organization. In the reference of video, Jessup flies to anger for considering foolish by lower-ranking officers. According to him he was the culprit and order the Kendrick to demand the Code Red because of his purity and the purity of the military go beyond the law. He and Kendrick are in prison; Dawson and Downey are proved guilty of murder, but guilty of “conduct inappropriate a United States Marine.” They are disgracefully terminated from the Navy. The termination without any strong reason shows the dysfunctional conflict. The parents reward or punish the child on his moral and immoral behavior.

The psychodynamic theory applied to this scene because the basic reason for the conflict is tension originating from intrapersonal state (mental, emotional, psychological and internal). In this scene, the US marine finds Dawson and Downey guilty and terminated them from their job.

**Answer # 5**

An easy way out of conflict is to blame another person rather than owning our mistake which needs to be addressed. At any cost, we want to win our argument and this blame game escalates more tension because it is very important to prove oneself being right, despite of solving the big issue. Fairly solving the conflict is the best way to conflict resolution. Saying others that they are at fault is blaming and it is the negative behavior during conflict, it is mostly related to physical and verbal abuse (Cahn & Abigail, 2007 pp. 62). My younger brother usually used to blame me in case of conflict, this is his negative behavior in conflict.

When unimportant issues are blown out or exaggerate during the conflict they became known as overblown conflict. These conflicts are the cause of frustration which can only exist when a person exaggerates or carried away the conflict rather than solving the issue at a focal point. In this situation, the two parties consume more energy and demotions to solve the conflict (Cahn & Abigail, 2007 pp. 59). Usually, overblown conflict is the result of stress. There are many causes of stress at the age of my younger brother. The stress may be due to overburdened studies, tiger parenting, lack of sleep, financial issue and others. My brother some time used to overblown issues in front of my parents. He tried to save himself by giving wrong explanations to parents. Blowout issues sometimes are the main cause of conflict with my sibling. Parents usually don’t know the exact situation they just believe the things which are exaggerated in front of them.

**Answer no 6**

The ability to express negative and positive feelings and ideas in a direct, honest and open way is called as assertive communication. It permits us to take responsibility and make our actions which do’ not judge and blame other people. It allows someone to communicate his desire, beliefs, and ideas. When a relationship is essential for any person, the behavior shows from assertive communication can improve the situation. We monitor the behavior of one another while solving our problems and adapt the liked behavior, problems may escalate to a bigger one when we avoid little ones. Growth in the relationship and high level of mutual satisfaction shows that the people are assertive with one another (Cahn & Abigail, 2007 pp. 82). I don’t like the president of the US and my father called me an idiot which shows that our opinion doesn’t match with one another. I believe that I don’t like the president of the US, which shows that our behaviour is not assertive with one another.

           Sometimes we lose our cool and yell while communicating with other people and this is a part of human nature. When the self-concept of another person is attacking and this results in psychological pain for the other is called verbal abuse. Verbal abuse is a type of psychological intimidation and personal insults, attack, threat, profanity and ridicule to another person (Cahn & Abigail, 2007 pp. 112). My father verbally abuses me when I share my opinion about the president of the US. He does not understand my point of view and criticize me, which is his habit since childhood.

**Answer no 7**

Confrontation is the face to face argument for conflict resolution. Only a few people are willing to admit that they are wrong and both parties believe that they are constructive. It is the best way to analyze the arguments, ability, and views to open the desperate ideas. Interpersonal conflict communication process describes the confrontation in which parties call one another to express their wants, beliefs, and feelings to another one and pay the attention to issues and problems. In the process of confrontation first of all the parties identify the problem. Once the problem which is the cause of conflict is identified the next step is to arrange the face to face meeting with another party. In this face to face meeting, the parties discuss the problem and consider the point of view of another party. The two parties respond, emphasis and listen to the point of view of one another and after that they make a mutually satisfying agreement to resolve the problem. Both the parties set the target to complete the follow-up on the solution (Cahn & Abigail, 2007 pp. 83).

Stress and tiger parenting method is correlated with anxiety, depression and high mental issues. There is a long run high risk of obesity in adolescent children having authoritarian parents. There is a need for general parenting styles which helps to incorporate strategies related to food and eating habit of adolescent children. The cultural attitudes and beliefs create an impact on specific parenting style and parents need careful attention towards appropriate culturally tailored parenting styles. Parental violence pattern includes the parent to child violence, parents abuse their children verbally through making cruel statements, threatening, cursing, criticizing, blaming, scorning, insulting statement to their child, which is the great cause the physical aggression in child. Parents have to be supportive and the research shows that the children having supportive and easy-going parents have experienced the best performance outcomes (Cahn & Abigail, 2007 pp. 123).

**Answer no 8**

Civil conflict manifold roots consist of two broad categories which include natural factors and economic determinants. Economic determinant includes international commodity prices, income volatility, and the level of economic development. The natural factors include natural resources such as diamonds, gas, and oil or the conditions of the local climate. In this scenario, the government and communities of America were challenged by their people to live up with promises of justice and equality. One of the deadliest human phenomena is civil conflict. Worldwide, more than 5 million people have died at the end of world war II and the consequences of world war were manifold disastrous. The conflict climate means that the factors that affect the population and they are the main cause of conflict. It is difficult to discuss the social climate in terms of concrete term, its social climate affects our interactions are the psychological atmosphere (Cahn & Abigail, 2007 pp. 135).

To control and influence the event is only possible through power. The people are mostly dependent on the powerful party to accomplish their goals because the powerful party has the resources to accomplish those goals. The powerful party can manage the conflict because they have enough power to defend and reject the conflicting parties. To accomplish any goal, their should be a legitimate power which has control on task or project. The resources and capabilities are varying and the power is not the stagnant phenomena, it shifts from one person to another person. The speech in the link was about the power at the time of civil war. Group thinking can be a cause of conflict because the thinking of every person is not same in the group, for example, the political ideal of the people is not same and people only support those who have same political ideal and beliefs. People may disagree and hate people who do not agree with their political beliefs. (Cahn & Abigail, 2007 pp. 136).

**Answer no 9**

The conflict climate can only be changed by changing the dimensions of power from powerful people which may include teachers, family members, parents, and bosses. The people who don’t have the power can demand the power by not following the orders, disrespect, disobedient acts and mutiny. It is the right of every person to participate in decision making. People who do not abuse their power are following solution-oriented behavior. The people who are abusing their power are following the power perpetuating behavior. To make the resources available for everyone is the way to avoid the abuse of power. The power can also be transfer from one person to another person. To avoid power, the person has to be assertive and stand up to give his opinion. A person should show his interest, feelings needs and wants so that other people don't try to abuse his power (Cahn & Abigail, 2007 pp. 140). My father behavior is aggressive since my childhood, he doesn’t understand my point of view and thinks that only his thinking is right. He usually shows his power over others but normally I communicate my thinking to him for discussion but he doesn't bother my opinion about any problem.

When individuals use harmful and illegal ways to deal with a situation in which they are caught up badly is called a Lucifer effect. The Lucifer effect is present when people avoid conflict due to failure in resolving an issue (Cahn & Abigail, 2007 pp. 150). There is co-existence of both evil or good in the same person and it depends upon the circumstances that which one will prevail by the person. The behavior of people is moral most of the times but the loss of morality may be due to deindividuation, dehumanization, anonymity, and diffusion of responsibility.

**Answer no 10**

When the people in an organization are engaged in interactions and engagement outside the organizational structure are involved in the informal relationship. In this relationship, people don't seriously follow the rules and regulations of the organization and give favor to another person. The informal relationships vary with the goal of the group members and change in the work environment. In an informal relationship, there are no proper channels of communication. Gossips and grapevines are the common channels of communication in an organization. The cultural and social values are developed through an informal relationship in an organization. The group members can easily achieve the goal due to the same interest of group members. The disadvantage of the informal relationship is rumor-mongering through which many misunderstandings may be created and this is the main cause of conflict among the workers of the organization.

The relationship between the supervisor and the subordinate should be friendly and professional. There should be a pleasant relationship present between the supervisor and the subordinate but the supervisor should maintain some limitations in relationship with his subordinates so that the subordinates have some idea about the authority of the supervisor. The informal relationships are good in the achievement of goals but sometimes the informal relationship is abused by taking favor which maybe not good for the wellness of an organization.

Holarchy is the absence of hierarchy from an organization and it is present in those organizations which have fewer rules, regulations, and policies. When the organization has no hierarchy, the employees may face a lot of politics and injustice behaviors.

**Answer no 11**

The person is using the avoiding strategy to deal with anger and this strategy seek to indefinitely put off the conflict. The avoider thinks that if he ignored the conflict, it will be resolved by itself without a confrontation. The person who has low power and esteem can use to avoid the conflict.

The conflict was managed destructively because it doesn't give the solution to the problem instead the person is avoiding the problem. The conflict can only be solved when two parties mutually understand the situation. To avoid the conflict is not good for any relationship because it will delay the problem without its solution.

The greatest contributor to the conflict is stress. It is difficult for stressed people to handle the conflict and they get violent instead of solving the conflict. To manage the conflict the greater challenges are distress and hyper stress. To manage the stress the person should make a list of stressors and try to remove them as soon as possible. The consequences of stress should be analyzed so that the person can reduce stress. List the positive stress coping mechanism and try to release stress (Cahn & Abigail, 2007 pp. 198).

In my case, the avoiding strategy fits because I think it is the best way to avoid conflict. If the reason for the conflict is valid then I use to give my opinion and involve myself to debate on conflict. The behavior of my parents is very strict and I know it could be difficult for me to engage myself in a debate of conflict. The opinion of my father about anything is very firm and it is very difficult to change his opinion about anything.

**Answer no 12**

           When there is a violation in core rules of a relationship which create an extremely problematic situation in a relationship is referred to as relational transgression. The concept of relational transgression has applied to this case because David has broken the rule of relationship with Jennifer. He had not only lied to her in case of not watching the movie but he also makes a relationship with his ex-girlfriend. There is a violation of Core relational rule that Jenifer doesn't expect from David that he will tell a lie with her and make a relationship with his ex-girlfriend. (Cahn & Abigail, 2007 pp. 204).

Victimization is a concept which is used for a person who is mentally or physically abused and manipulated. The secrets told to others may be used by another persona s weapon in future conflict (Cahn & Abigail, 2007 pp. 218). In this case, Jennifer is the victim of David that he lied to her and go to the concert with his ex-girlfriend. The Jennifer has lost her trust over David because in a relationship there are some obvious rules which have to be followed by both parties. David violates the rule of relationship by lying with Jennifer.

Jenifer has not granted the forgiveness to David because she feels that it is impossible to continue a relationship which is not fair (Cahn & Abigail, 2007 pp. 212). Jennifer doesn’t want to reconcile the conflict because she feels that he could lie again in the future. It is difficult for Jennifer to rebuild the trust in their relationship and this incident creates bitterness in their relationship.

**Answer no 13**

           The outcome of collaborative negotiation is mutually beneficial for both parties, whereas competitive negotiation is focused on either win or lose situation of the individual. The competitive negotiator gets knowledge about the position of another person and not giving away his position. The outcome of competitive negotiator is a fixed and win-lose assumption (Cahn & Abigail, 2007 pp. 231). The government of Taiwan had launched the nuclear power project in Taiwan which is only 8 kilometers away from the capital, Taipei. The people of Taipei has a fear that nuclear waste may cause a Fukushima style disaster. For this purpose, they had a conflict with the policies of government on dumping waste in the sea. The people protest against the dumping of waste material in the sea which is few kilometers away from the population of Taiwan city. It was a collaborative negotiation among the Taiwan people and the government of Taiwan. The government of Taiwan is promised to hold a referendum about this problem in the future.

           The competitive negotiation can be converted into collaborative negotiation by a get together among two parties who wish to reconcile. The problem should be discussed between the two parties and by the mutual corporation, the parties should try to solve the problem. Both parties should analyze the outcomes and chose the option which is safer for both parties.

The government of Taiwan people should try to understand the problem of the population lived near the seaport. The problem could be solved by mutual collaboration among the people of Taiwan and Tao Government. ZOPA is the bargaining range among two parties that one party will not go beyond a certain limit. It is also possible that the people of Taiwan and its government could identify the zone of possible agreement. That how much range of nuclear waste could be dumped in the seaport of Taipei. The best alternative to a negotiated agreement (BATNA) can also be applied to this collaborative negation.

**Answer no 14**

A behavioral process of reconciliation is about taking actions to reestablish a relation among two parties. The process of reconciliation is little different from forgiveness and in forgiveness one person gives a response to another person in the harmful situation. Whereas in the process of negotiation the two people negotiate the issue together and sort out the differences to rebuild the relationship. Reconciliation is not about to deny with anger or release another person from the outcomes of his behavior (Cahn & Abigail, 2007 pp. 206). Reconciliation exists in multiple levels which include face to face meeting among school children, official government apologies or individual activist. I had to rebuild my relationship with my younger brother through reconciliation about our conflict on different timings of sleep.

Brainstorming is a method which is used to generate ideas for the solution of a designed problem. Under the direction of facilitator, it usually contains a group. In a free-thinking environment, the potential participants have to create linkage among their ideas to strengthen the process of brainstorming and broadening the space of solution. It is the requirement of brainstorming to list the possible solutions regardless of their feasibility and conclude a solution from this process (Cahn & Abigail, 2007 pp. 232). People gathering a list of ideas to solve a problem by brainstorming and analyze the whole list for a conclusion. Brainstorming is very essential in the business point of view, people use this technique to create uniqueness and innovation. Brainstorming is useful for me in case of my studies while making assignments.

**Answer no 15**

This case study is related to Process conflict in which the nursing team disagrees with the style of management which is conducted by Brodie. The employees have an issue with duty roaster and they claimed that Brodie is favoring her close friends by treating the whole staff differently. Process conflict in an organization is a typical disagreement over the management style. Employees are willing for a decentralized system of management whereas the management wants more centralized decision making and authority (Cahn & Abigail, 2007 pp. 271). In this case, the Brodie is criticized by her subordinates on discrimination among them.

The company should provide proper training of conflict resolution to the employees of the organization. By generating the skill in employees for conflict resolution an organization can save itself from the negative impacts of conflict. Management should help the staff to develop a positive working relationship among the staff so that a diverse range of individuals feel more comfortable with one another. The management should try to create good communication skills in employees and it should also provide a strong channel of communication.

The conflict at home is present among the relationship of husband and wife; father and son and siblings. The conflict at the workplace is more complex due to diversity and authorization. The people at the workplace may be harassed or abused in different ways due to their physical appearance, religion or qualification. Sometime conflicts are also very severe at home when there is an absence of reconciliation among two parties and the conflict may be ended on separation. There is home violence and physical abuse has been found in different research studies.

It is necessary to negotiate the conflict at home or the workplace and find a solution to the problem. Forgiveness is very important to practice which should be adopted by both parties who are facing the conflict. It is also essential for mental peace to forgive others and remove the stressors.

**Answer no 16**

           Meditation is third and the neutral party which facilitates the communication among the conflicting parties to produce a develop an acceptable agreement (Cahn & Abigail, 2007 pp. 248). The mediator should stay calm and carefully listen to the perspective of both parties and the reason for conflict. It is also essential to formulate an argument to resolve the conflict. The mediator should try to handle the conflict issues tactfully and solve the conflict fairly. The mediation can also have two types of formal mediation or informal mediation. Formal mediation is mostly used in the workplace where the supervisor or authoritative party play the role of mediator.

            Diversity based conflicts are due to different attitudes, religion, nationality, and experiences of different people in an organization. The people in an organization are of different age, sex, religion, and qualification. Relational demography proposes that the employees who represent them in the organization in excess have a perception that they are not valued in the organization and their perception is lower. However, during the process of hiring employers are engaged in higher discrimination with applicants having low relational demography. Formal discrimination can also occur when the organization or a group pressure or permit the individuals to involve the biased group in discriminatory behavior and this behavior shows biases to the specific stigmatized group at the workplace.

**Answer no 17**

US Equal Employment Opportunities Commission (EEOC, 2011) shows that religious-based discrimination claims have doubled since last decade and under US Civil Right Act protected category it has risen 4 more times. This is alarming for individuals who follow the religious attire which makes them more visible and more susceptible to the workplace (Goff man, 1963). During the selection and recruitment process, these individuals because of their visibility are treated differently and they face performance appraisal biases, negative treatment, receive low pay and lack of opportunities for modification (Rescigno, 2019). The organization may pay a cost of this discrimination in term of low organization, high turnover and poor job performance on the behalf of specific individuals and organization also face negative publicity. In the USA, lawsuits and number of complaints show the evidence of discrimination which is gradually increasing with the passage of time and few studies have conducted on such kind of discriminations at the workplace gradually increasing with the passage of time and few studies have conducted on such kind of discriminations at the workplace. The focus on discrimination has increased at a broader level at the workplace because of social and legal rules of the USA stop people from doing different treatment with specific individuals. In the context of religion especially, there is a little existence of research on discrimination due to attire at the workplace.

The US law banned the discrimination against religion and demand the employers to accommodate certain minority groups reasonably, other groups discriminatory behavior have also found. The study of Wrench, (2016) shows the situation of someone applying for the job, it is necessary to establish behavioral norms (e.g. stereotypic statements or avoid derogatory). For Example, the law is not mandated on individuals who make eyes contact, to make affirmative gestures and nod, or to create a specific distance from the job applicant. The employers use to show disinterest, less cordial and curt in their conversation with a specific stigmatized group of applicants and this behavior shows the interpersonal discrimination during the recruitment process.

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