

# Behavior strategies in conflict

РЕПОЗИТОРИЙ БГПУ




**Conflict** (by A. G. Kovalev) is a contradiction that arises between people in connection with the solution of certain issues of social and personal life.

At the same time, according to the author, not every contradiction is a conflict. Conflicts arise when contradictions affect the social status of an individual or group, the material or spiritual values of people, the prestige and moral dignity of the individual.

**In psychology it is accepted to distinguish 5 strategies of behavior in the conflict:**


- **Evasion (avoidance)** - passive style of behavior in the conflict, which is characterized by the lack of human desire to both meet the opponent and protect their own interests.

At the same time this style of behavior in conflict exists both in conscious and unconscious form. For example, a person who does not recognize the existence of a conflict situation when this situation really exists also chooses a strategy of avoiding conflict but he will do it subconsciously.



However, avoiding conflict can be considered rational if the further development of events will be favorable for the person, or bring him success without much effort, or present him with more favorable opportunities, etc.

It should be noted that the frequent use of this style of behavior in the conflict can lead to a decrease in self-esteem of the person, the emergence of a sense of uncertainty in their abilities. Therefore, when choosing evasion, you should first weigh all the pros and cons of such behavior.




**Fixture (concession)** – can be designated as a form of passive cooperation, which is characterized by a tendency to mitigate the conflict situation and preserve existing relationships between people.

In this case, the person who chooses this strategy of behavior, there is no desire to achieve the goal, and the other side of the conflict retains interest in their own goals.


If you do not have time to resolve the conflict, then fixture can be the most profitable strategy of behavior in this situation.

There are other advantages of fixture, for example, this behavior allows you to maintain relationships between people, helps relieve tension, demands from the person of the least expenses of its resources, , leads to the peaceful existence of the conflicting parties. But there are also disadvantages, such behavior can be perceived by the other side as a manifestation of weakness, which can lead to increased pressure and demands. At the same time it is necessary to remember that resorting only to such style of behavior in the conflict, you most likely will not be able to achieve the desirable and to satisfy own interests.



➤ **Confrontation (competition, rivalry, domination, suppression)** – this is an active behavior of a person, which is aimed at satisfying their own interests, while at the expense of the interests of the other party.

The person who chooses confrontation as a strategy of behavior in the conflict, seeks to achieve satisfaction only of the purposes, for this purpose he can try to convince or force the opponent to make concessions.



The advantages of this style of behavior in conflict are to stimulate development and progress, and to be highly effective in achieving the necessary results.


However, a person who constantly competes with others becomes a conflict for them. At the same time, a significant disadvantage of confrontation is the constant need for accuracy of information and the cost of physical and mental strength of a person, which can lead to stress.






➤ **Compromise** – means predisposition opponents to mutual concessions under achieving partial meet their aspirations.

It occupies a middle place among various styles of behavior and is otherwise designated as a strategy of mutual concession, characterized by a balance of interests of all parties. However, compromise cannot be a permanent solution to the problem, since neither side fully satisfies its own interests, which is the basis for the continuation of the conflict.




The ability of a person to regulate conflicts through compromise is seen as a sign of his high culture of communication, this quality is very important in negotiating and managing people. Yes, compromise is not a way to fully resolve a conflict, but it may well serve as an excellent method of regulating it.

РЕПОЗИТОРИЈ БТН

- 
- **The strategy of cooperation (integration)** is characterized by a focus on the implementation of the interests of all parties to the conflict.

This style of behavior in the conflict is possible with accurate and timely diagnosis of the problem, identification of external and hidden causes of the conflict, the willingness of the conflicting parties to act to achieve a common goal.



The basis for such a style of behavior in the conflict as cooperation is the recognition of the value of interpersonal relations by opponents. When you choosing of cooperation you express the desire to jointly resolve the conflict situation.

However, in order to implement this strategy it is necessary that all the conflicting parties adhere to the positions of cooperation with each other which is not common in our world.