

Planning for a Resolution Conversation

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Initiating a conversation where we are seeking resolution and acceptance for a conflict requires self-reflection, awareness and intention.

Once we have a grasp of our own piece in the difficulty, and what is at stake, we can choose to approach the conversation from an honouring place that creates safety for all. Having capacity for self-regulation, and the ability to hold conversation in an honouring way, requires that we stay outside of the neural "Window of Intolerance". Some important ways of moving into the more spacious and resourced parts of our nervous systems include:

- grounding and centering in purpose with somatic practices
- being well-prepared for a conversation by completing prior reflections
- having a clear intention for ourselves, including understanding how we want to show up in the conversation (This gives us a foundation of clarity, and supports us being congruent with who we want to be. It can also be useful to tell others our intentions, e.g.: "I want to be calm and open in this conversation." Or, "My goal is to stay present and hear what you have to say.")

Structurally, a Resolution Conversation can better hold us when:

- there is an agreed-up agenda and time limit
- we begin with an invocation and naming of what is sacred to us
- each of the people in conflict has a ally present (They do not feel alone in understanding the impact of harm done to them and by them)
- there is a guide leading the conversation who is familiar with the concepts and teachings (and not someone taking on the role of problem-solver or "Rescuer")

Check your Communication Patterns. Resolution Conversations don't include:

- Diagnosis, judgments, analysis, criticism, comparisons
- Denial of responsibility
- Communicating desires as demands
- Deciding who deserves reward and deserves punishment
- Threat Management patterns:
Victim/Perpetrator/Rescuer/Bystander dynamics
- Exaggerating, Escalating
- Invoking the nuclear option: all or nothing thinking
- Sarcasm, lack of response, joking, arguing
- Punishing another through silence
- Repeatedly excusing oneself from conflict due to being tired, sick, overwhelmed, busy, etc.