

5 Hidden Dimensions of Conflict



We are shaped by our lifelong experiences with conflict. There are five hidden dimensions to conflict that are invisible but powerful. Use this tool to explore these hidden dimensions in yourself.

1. Family

How was conflict addressed in your family of origin?

2. Culture

How does your culture (however you define that) handle conflict?

3. Education

What did you learn about conflict in school?

4. Personal

What have you learned about conflict in your personal relationships?

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5. Professional

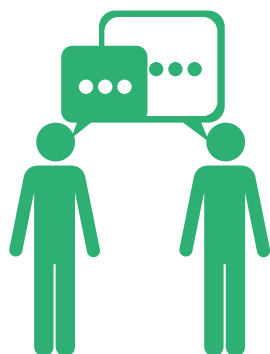
What have you learned about conflict in your workplaces?

Reflection Question

What motivates you to want to improve your conflict management skills?

Write your reasons here:

Understanding these dimensions is a crucial part of becoming Conflict Capable. When you're Conflict Capable, you'll grow your leadership skills and create a thriving culture where people collaborate, innovate, and surpass their goals.



Next Step:

Share how conflict was modeled for you with a colleague. This will create an opportunity for them to reflect on their own experiences with conflict and share them with you.