

Pre-Conflict

by Sophia

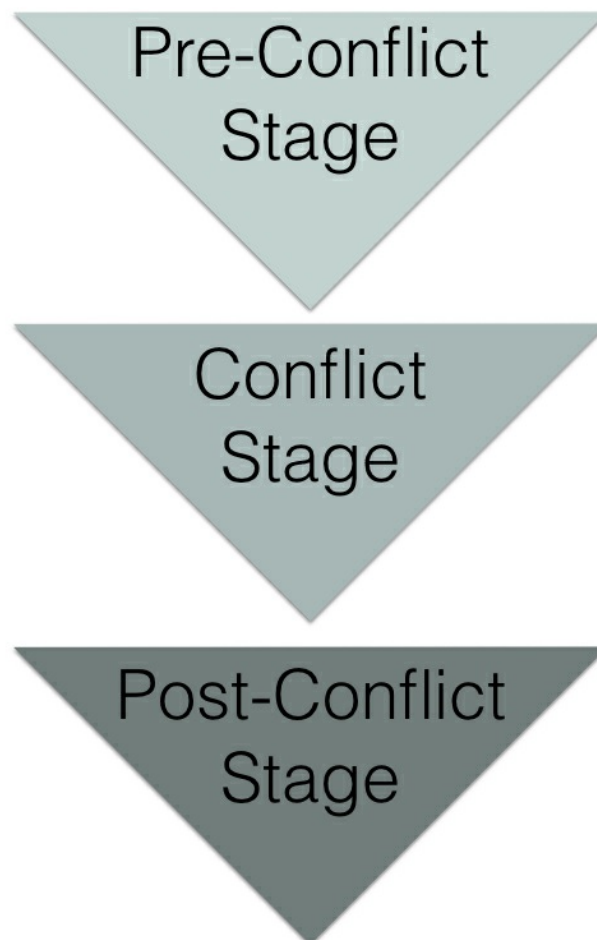


WHAT'S COVERED

There are three natural stages of conflict. These include the pre-conflict stage, the conflict stage, and the post-conflict stage. Of these three, this lesson will focus on the pre-conflict stage. Specifically, this lesson will cover:

1. The Pre-Conflict Stage

The pre-conflict stage is the first phase of conflict. In this phase, a problem between parties begins to manifest itself without the parties' knowledge.





TERM TO KNOW

Pre-Conflict Stage

The stage of conflict in which parties' needs are not being met but are unaware of the relationship between them.

2. Examples of the Pre-Conflict Stage

Let's study some examples of what this might look like in context.

➞ **EXAMPLE** You enjoy your job; you love the work you do. However, you know there are going to be some changes. The company has hired a new divisional VP, which has led to a couple of management changes in your division. You have met the new managers, and things seem fine at the moment. This could be the pre-conflict stage because issues could be brewing, but you are not aware of them.

➞ **EXAMPLE** Your neighbors, who you like and who have been living next door for years, recently moved away. A new family has moved into the house, and you notice that it's a rather large family that seems to have many relatives coming over. Still, they're really nice people, and your kids get along with the kids in this family. While you are a little surprised by all the people that seem to be coming over to the new neighbors' house, things seem fine at this point.

➞ **EXAMPLE** Your spouse comes home and says that they have been given extra assignments at work that are going to require travel. Your spouse begins traveling quite a bit, and you start feeling tired a lot. At this early stage, you haven't really made the connection between your spouse's increased duties and your exhaustion, so this is the pre-conflict.



SUMMARY

In this lesson, you learned that conflict can be divided into stages or patterns, and the first of those stages is the **pre-conflict stage**. You now understand that this is the stage in which the parties are not yet aware of each other's roles in their needs not being met by looking at some **examples**.

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TERMS TO KNOW

Pre-Conflict Stage

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