

# Role transistion

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## Collaborative Conflict Resolution Collaborative Conflict Resolution

Collaborative conflict resolution targets at helping individuals in satisfaction achievement of their needs in constructive means (Sietzevanderheide. Com, 2014). A collaborative move towards an inner conflict raises empowerment and self-understanding of the concerned parties. Collaborative resolution mechanisms move towards professional conflict and interpersonal answers where the partakers feel their needs are been attended to respectfully. Since most conflicting problems occur from issues emanating from within oneself and between an individual and other external people in an identified environment (Levine, 2009). These conflicting issues are not easy to resolve when the focal point is only on one feature of the conflict. They necessitate that the external sources and the internal ones are dealt with simultaneously.

Various tools are used in the resolution of such issues and they include mediation, using psychotherapy, and involving collaborative law, which help solve a broad range of conflicts. The collaborative style aims at finding a “win/win,” solution where the target is to gratify both sides; it is highly cooperative and assertive (Levine, 2009). There is integration, merging, learning, improving relationships and gaining commitment that is involved. Confronting matters in a non-threatening way, noting underlying concerns, analyzing input, and capability of using effective or active listening are used as different types of abilities in collaborative conflict solving. Four ways of resolving conflicts have been established in an elaborate mechanism and they include the expectation of conflict, clarification of underlying issues, creation of a conflict resolution mechanism applicable on need basis, and

finally the resolution of what are termed as irresolvable disputes (Levine, 2009). Collaborative conflict solution is observed in point number three where one creates a conflict resolution process. The process is all-inclusive and yields positive results where conflicting parties are appeased.

#### Reference

Levine, S. (2009). Getting to resolution. San Francisco, CA: Berrett-Koehler Publishers.

Sietzevanderheide. Com (2014). Conflict resolution through collaboration. [online] Retrieved from: <http://sietzevanderheide.com/> [Accessed: 18 Jan 2014].