

# Discussion

Business



Conflict management technique Introduction All adults have their preferred view of themselves. In many times, their opinions are favorable to them than the overall objective facts. A significant problem is how to sustain these views. Specific crisis on self-perception may occur when an external or internal event happens that violates the preferred view of oneself (D. L. Nelson 112). In some instances, it is necessary to have a way or mechanism to defend against the effects of the threatening implications posed by the situation. These methods are commonly referred to as defense mechanisms (Posthuma 4).

#### Conflict and Defense Mechanism

1.

In one of the organizations that I have ever been, I saw witnessed the conflict between one man and a lady. The man wanted some sexual advances from the lady, but the woman stood her ground and never gave in to the mans appeals. This instance resulted in a significant conflict between the two parties. The man used a defense mechanism of aggressive fixation. This mechanism never solved the situation, but it worsened the conflict (D. L. Nelson 112).

(1a). The man used the defense mechanism because he was in the wrong, and he had affected the self-esteem of the lady

(1b). The outcome of the defense mechanism never gave the solution to the conflict.

2.

In another scenario, the conflict occurred between two ladies and was later solved, using a complete withdraw. One of the ladies stopped minding the concerns of her opponent (Posthuma 5).

(2a). The above conflict management technique was used because it gave the parties involved a conducive environment to work together.

(2b). The conflict management technique offered a solution to the problem (D. L. Nelson 112).

(2c). If I were participating in the conflict resolution, I would have also used collaboration technique where we come into consensus.

#### Works Cited

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