

Conflict Myth Busters

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Summary

Workplace Conflict is not well understood and often ignored. Can engaging in conflict be successful? Join Michelle who will draw on the format of the popular Discovery Channel science entertainment television series to show how scientific research validates, or disputes the myths and adages of workplace conflict. No dangerous special effects will be attempted.

Introduction

We come to manage and engage in conflict based on our learned patterns often due to our first exposure – through family dynamics. It might be our go-to method, but is it always successful? What are we missing and what can science tell us about what works and what doesn't?

Theory and/or Method

Drawing on the format of the popular Discovery Channel science entertainment television series to show how scientific research validates, or disputes the myths and adages of workplace conflict. No dangerous special effects will be attempted.

Examples

Myth – Conflict should be minimized and avoided.

Busted – We need to engage! - Study done in 2010 by Kira Birditt, of the Institute for Social Research at the University of Michigan showed that avoiding conflict was associated with more symptoms of physical problems the next day vs actually engaging in an argument.

Conclusions

Conflict in the workplace can be successfully managed as shown by the research and examples used in this presentation.