Violence

Direct
- Kills people directly
- Kills quickly
- Destruction of body
- Dramatic
- Personal
- Acute insult to well being

Structural
- Kills people indirectly
- Kills slowly
- Deprivation of needs
- Commonplace
- Impersonal
- Chronic insult to well being
## Violence

<table>
<thead>
<tr>
<th>Direct</th>
<th>Structural</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intermittent</td>
<td>Continuous</td>
</tr>
<tr>
<td>Subject-Action-Object</td>
<td>Subject-Action-Object</td>
</tr>
<tr>
<td>Observable</td>
<td>Unobservable</td>
</tr>
<tr>
<td>Intentional &amp; Immoral</td>
<td>Unintentional &amp; Amoral</td>
</tr>
<tr>
<td>Episodes may be prevented</td>
<td>Inertia may be mitigated</td>
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</tbody>
</table>
Peace

Direct

Peacemaking
Reduces direct violence
Emphasizes nonviolent means
Reactive

Structural

Peacebuilding
Reduces structural violent
Emphasizes socially just ends
Proactive
Peace

Direct

Temporally and spatially constrained
Prevention of violent episodes
Interest of status quo

Structural

Ubiquitous
Promotion of social justice
Threat to the status quo
The Nature of Conflict

Conflict: Perception of incompatible interests, views or goals.
Conflict and Violence

• Conflict is primarily about human cognition
• Violence primarily involves behavior

• Conflicts are inevitable
• Violence is not inevitable

• Conflicts can be constructive or destructive
• Violence is destructive
Conflict as an Opportunity: Joint Problem Solving & Relationship Building

- Competing
- Contending
- Avoiding
- Accommodating
- Compromise
- Collaborative Problem Solving

Assertiveness (concern for self)

Cooperativeness (concern for the relationship)
Causes of Conflicts

- Limited Resources (time, money, property)
- Unmet Basic Needs (security, identity, material necessities, self-determination)
- Clashing Values (freedom versus equality)
- Beliefs (chosen people)
- Ideologies (capitalism versus communism)
Levels of Conflict

- Intrapersonal or Intrapsychic (psychotherapist?)
- Interpersonal (marriage counselor?)
- Intragroup (leadership?)
- Intergroup (diplomacy?)
- Interstate (world government?)
Types of Conflicts

• Zero-sum: goals really are incompatible

• Non zero-sum: goals appear to be incompatible

• Mixed motive: + sum, - sum, & 0 sum qualities
Dealing with Conflicts

• Negotiation
  – Two or more parties working to resolve a conflict

• Mediation
  – Parties in a conflict are assisted by a third party

• Arbitration
  – Settlement imposed by a third party
Responses to Conflict (psychological results)

a. Withdrawing (self-destructive behavior)

b. Dominating (aggression)

c. Submitting (depression)

d. Engaging (healthy)

e. Vascillating (anxiety)
Dealing with Conflict

- Conflict Management: Keeping a conflict under control without violence

- Conflict Settlement: A solution is imposed; sometimes by a third party

- Conflict Resolution: Eliminating the conflict by arriving at mutually satisfying outcomes
Principles of Conflict Resolution

• Cooperative Attitude (not competitive)
• Strive for Integrative Solutions (win-win)
• Separate the People from the Problem
• Use an interest based approach
  – move beyond initial positions and power differences
  – emphasize interests/concerns of parties
Conflict Resolution

• Use a dual concern model
  – focus on the problem and people
  – be tough on the problem; gentle on the people
• Brainstorm: invent options for mutual gain
• Use empathy and active listening
  – reflection and paraphrasing
• Communicate your own needs
  – use “I” messages