

# PRAELISCERE

## CHECK IN MEETING EXERCISES - CONFLICT FOCUS

We don't always have time for a formal training or exercise to do with a team. Shorter 5-10 minute exercises can be perfect options to include in monthly or periodic check in meetings with a leader and their team members. Choose one of the three activities below that best fit your needs.

### THIS OR THAT

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In the exercise, share which of the two you'd prefer (this or that) related to conflict.

- Avoid conflict OR address it
- Use written communication to address conflict OR in person/virtually to address conflict
- Give benefit of the doubt OR take it more personal
- Get nervous when addressing conflict OR unfazed by conflict
- Hold on to the conflict OR forget the conflict more quickly

### SCENARIOS

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Identify two scenarios that involved conflict you want to bring up and talk through. It could be a mixture of scenarios that were handled good or bad, currently ongoing, ones still bothering you, or not yet handled.

#### SCENARIO #1

#### SCENARIO #2

### DISCUSSION QUESTIONS

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Discussion questions can be a great way to dive into the topic of conflict and gain new insights on the topic, how you handle it and perspectives of others.

- How comfortable are you with conflict? Does it depend on who the conflict is with?
- Where do you think you can grow with conflict? Where do you think you're excelling?
- Have you had bad experiences with conflict in the workplace that strongly influences how you respond to conflict now?
- Do you want to learn more about conflict and skills/techniques?
- Do you think your company or team culture is fostering healthy conflict at work? How could it improve? How can you influence this improvement?