**Sources of Conflict**

1. Review the list below of potential sources of conflict. Identify the sources of conflict that exist within your organization.

* Authority, control, power
* Personalities that clash
* Value systems
* Lack of resources or an abundance of resources
* Do different members in your organization have different interests?
* Misinformation or lack of information can create conflict
* Goals

1. Identify any other sources not listed.

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1. Review the list again. What are some of the sources of conflict for other members of the organization?

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For help with this topic, refer to the fact sheet *Resolving Conflict – Ways to Build Your Organization’s Effectiveness*available on Manitoba Agriculture, Food and Rural Development website.

**Elements of Conflict**

Elements have the potential to intensify or deescalate the conflict. An increase or decrease of each element has a compounding effect on the other elements. Increased time pressure for example, may intensify stress and emotions; or reduction of expectations may in turn reduce stress, emotions and negative behaviours.

* Emotions
* Stress
* Time
* Expectations
* Behaviour
* Setting
* Power
* Values

1. Go through your sources of conflict again. For each source of conflict, identify the increasing and decreasing conflict elements.

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1. How could you change the elements to reduce the intensity of the conflict? Are there times when a person might want to intensify a conflict?

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Spend 15 minutes at your next board meeting completing and discussing this activity.