







3. UNDERSTANDING CONFLICT POSITION, INTEREST & NEED – PART 1.

 Target group: Youth Council members aged 11 - 18 Youth workers aged 18+	 Group size: 10-20 participants
 Duration: 60-90 minutes	 Type of activities: Drama exercises Personal sharing Active involvement
 Resources: Tables might be useful collected magazines, headlines, photos	 Atmosphere needed: Safe space for sharing

Special workshop note:

This workshop is designed to work best when used with part two. However, both parts could be used alone, and could also be adapted according to your own group, the length of time available, etc. Before you start – make sure you have read the “Definitions and examples” chapter that you will find in the Handbook after part 2. of the workshop.



Aim

Helping young people to discover what can cause conflict and introducing the terms “position”, “interest” and “need”.

Learning outcomes:

- Developing a clearer understanding of conflict.
- Exploring how common conflicts are caused by different values.

Intro to the workshop (5 min)

Welcome participants and explain the workshop, the aim and brief agenda.

Energiser (10 min)

Get participants into pairs using your own method or let them choose. Next, the pairs must face each other, palm-to-palm, and then try to push each other off balance without moving their feet. If either of them has to lift or move one of their feet off the floor then the person moving a foot loses. Swap pairs and see how this makes a difference.

Debrief (5 min)



Sometimes a conflict can feel a bit like this exercise: pushing and wrestling, one person winning and one losing!

Definition of Conflict (15 min)

One definition of conflict could be:

*“An active disagreement between people
with opposing positions or principles.”*

Brainstorm some words around the subject of conflict in small groups. Give a pack of a few words to each group and ask them to brainstorm the words and try to create some definitions. Allow a few minutes [or more if needed, depending on your participants] and then bring the groups together to compare their answers.

Line up Exercise (15 min)

Participants stand on an imaginary line on the floor. The line shows how much the statement is true about you. If you go to stand at one end of the line it means the statement is totally true 100%. At the other end

of the line, it means this is totally not true of me. Debrief each question in turn to identify some of the values involved.

Use the sample statements provided in the “Definitions and examples” chapter. An even better idea is to create your own and choose ones that reflect the real live situations of the participants in your group. If you feel confident, you can ask for example situations from group members.



Group debrief (5 min)

Return to circle and debrief. One frequent reason for conflict is when two sides have different values, such as ideas about the “right” way to do something, personal beliefs, etc. Values are deeply personal, and we hold on to them very strongly. They can provoke very strong emotional reactions if they are challenged or “crossed” by someone or something.

Pairs discussion (5 min)

In pairs or small groups, discuss some of the values that mean a lot to you. Can you share any time that you had a disagreement with someone or a strong reaction to something that challenged your values?

Bring everyone back together into the big group and ask if anyone would like to share one of the examples they were discussing. Ask one or two questions to explore each story further, for example, “How did you feel?”, “How did you react?”, “What did you say?”, “Why did you do or say that?” Do not go too deeply into anything as this will be addressed more in the second part of this workshop.

Brief introduction to the terms “position”, “interest” and “need” (5 min)

Introduce the idea and definitions of “position”, “interest” and “need” (see further details in the chapter “Definitions and examples”). Use some of the stories and questions of the last exercise to help explain these terms.

Small group activity (20 min)

Get participants into small groups and then give them examples of conflicts from magazine articles, news headlines or pictures/photos that you have prepared. Each small group should talk about what they think are the underlying values involved in each conflict.

If you feel the group is confident enough then you could also start to talk about positions, interests and needs. Another idea would be to ask each small group to create a role play of a conflict suggested by the materials, and present it to the other groups.

Final group debrief/evaluation (5 min)



Write up the different values that participants have found at the heart of the various conflicts explored during the workshop. Ask some interesting, probing questions such as: “Is it always ‘black and white’ regarding who is right?” or “How might the conflicts be resolved?” or “What have you learned about conflicts, disagreements, fights, etc.?”.