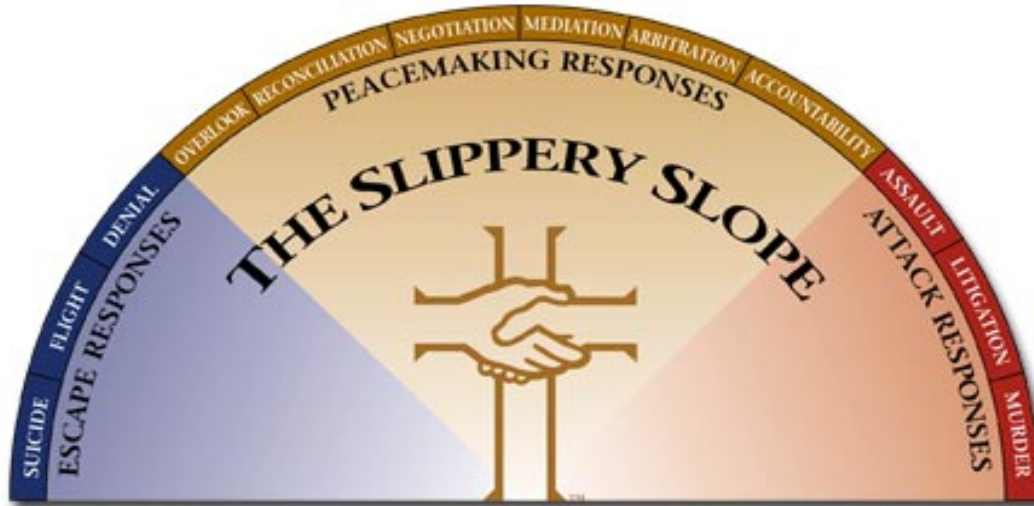


1. Make a **COMMITMENT** to turning conflicts into growth opportunities.
 - Seek to glorify God, to serve other people, and grow to be like Christ through conflicts.



* "The Slippery Slope": from *The Peacemaker: A Biblical Guide to Resolving Personal Conflict*. ©2003 by Ken Sande

- Avoid **PEACE-FAKING** escape responses as well as **PEACE-BREAKING** attack responses. Commit to being real to each other by choosing **PEACE-MAKING** responses.
2. GO to the person **ALONE FIRST** to seek reconciliation.
 - **When you are the offended** [the Matthew 18 Principle]:
15 "If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. 16 But if he will not listen, take one or two others along, so that 'every matter may be established by the testimony of two or three witnesses.' 17 If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector." - Matt 18:15-17
 - **When you are the offender** [the Matthew 5 Principle]:
23 "Therefore, if you are offering your gift at the altar and there remember that your brother has something against you, 24 leave your gift there in front of the altar. First go and be reconciled to your brother; then come and offer your gift. - Matthew 5:23-24
 3. Avoid **UNHEALTHY WAYS** of dealing with conflicts.
 - Don't use *email* to confront or respond to a negative email with an email.
 - Don't *wait too long* to resolve; don't confront/apologize in your convenient time.
 - Don't use "you" (blaming) statement—use "I" statements.
 - Don't use extreme languages such as "you always" or "you never" (or profanity).
 - Don't intimidate the other by aggression (shouting/breaking/violence) or don't punish the other by passive-aggression (shutting-down/avoiding/slandering).
 - Don't confess and forgive *half-heartedly*.
 4. Aim for **RESTORING RELATIONSHIP** not for problem-solving.
 - Deal issues at the *heart level*—take unhurried time without the "quick-fix" mentality.

Seven A's of Confession^{*}

As God opens your eyes to see how you have sinned against others, he simultaneously offers you a way to find freedom from your past wrongs. It is called confession. Many people have never experienced this freedom because they have never learned how to confess their wrongs honestly and unconditionally. Instead, they use words like these: "I'm sorry if I hurt you." "Let's just forget the past." "I suppose I could have done a better job." "I guess it's not all your fault." These token statements rarely trigger genuine forgiveness and reconciliation. If you really want to make peace, ask God to help you breathe grace by humbly and thoroughly admitting your wrongs. One way to do this is to use the Seven A's.

1. **Address** everyone involved (All those whom you affected).
2. **Avoid** *if, but, and maybe* (Do not try to excuse your wrongs).
3. **Admit** specifically (Both attitudes and actions).
4. **Acknowledge** the hurt (Express sorrow for hurting someone).
5. **Accept** the consequences (Such as making restitution).
6. **Alter** your behavior (Change your attitudes and actions).
7. **Ask** for forgiveness.

See Matthew 7:3-5; 1 John 1:8-9; Proverbs 28:13.

Four Promises of Forgiveness^{*}

Through forgiveness God tears down the walls that our sins have built, and he opens the way for a renewed relationship with him. This is exactly what we must do if we are to forgive as the Lord forgives us: We must release the person who has wronged us from the penalty of being separated from us. We must not hold wrongs against others, not think about the wrongs, and not punish others for them. Therefore, forgiveness may be described as a decision to make four promises:

1. **"I will not** dwell on this incident."
2. **"I will not** bring up this incident again and use it against you."
3. **"I will not** talk to others about this incident."
4. **"I will not** let this incident stand between us or hinder our personal relationship."

By making and keeping these promises, you can tear down the walls that stand between you and your offender. You promise not to dwell on or brood over the problem or to punish by holding the person at a distance. You clear the way for your relationship to develop unhindered by memories of past wrongs. This is exactly what God does for us, and it is what he calls us to do for others.

^{*} Source: from Ken Sande's book, *The Peace Maker* and his website, Relational Wisdom 360 (RW360): <https://rw360.org/>.