According to the reading in the Learning Activity “Types of Conflict in Organizations,” how is conflict similar to a common cold? Please describe an example of a minor conflict from the reading. Then, describe a minor conflict you have had with a coworker or supervisor. How did you handle the conflict? What suggestions from the reading would you use to handle organizational conflict more effectively in the future?

How is conflict similar to a common cold? The learning activity states, "Researchers have noted that conflict is like the common cold. Everyone knows what it is, but understanding its causes and how to treat it is much more challenging (Wall & Callister, 1995)." A minor conflict can fall under the categories of intrapersonal, interpersonal, group, or organizational. Intrapersonal have to do with personal struggles while interpersonal have to do with differences of opinion between people working together usually between management and employee. An example that was given was of CEO's leaving siting differences of opinions between them and the board.

Recently I experienced a difference of opinion between my senior pastor and I. I had scheduled a repair to the broken water pipes in the adjacent field stating that I had time currently to do the work. The pastor felt that it was a waste of money since it is winter now and the field doesn't currently need watering. I responded that in the spring it wasn’t likely that I would have the time to do the work. He argued that the church might not even be in that building in the spring. I was upset as this took money out of my pocket--as the trend seems to be as of late. In the end, I just raised my hands as to say "you win" said ok and walked away. Maybe, I should not have taken it as a personal attack and just defaulted to his authority.

On another instance, I received my new classes and experienced intrapersonal conflict when I realized that one-unit classes that would normally be completed in one weekend in a normal college were all requiring two separate research-intensive papers that would take months to complete. I handled it by voicing my intrapersonal conflict in this assignment, as well as to my counsellor.

Thank you Jeffrey for your response to this prompt. The idea that causes of conflict is unknown is an important one to consider but most do not. You integrated concepts from the text well in your post and demonstrated understanding of the concepts from the text. The example you provided regarding your senior pastor was a good example and helped to make your point. You addressed each aspect of this prompt sufficiently and demonstrated understanding of the concepts covered in the text. As a result, I will affirm this post.