What are some additional risk factors, other than the ones listed in the Activity “Setting the Tone After Conflicts Occur,” that can increase the risk for escalation of conflict at work? What can be done to reduce those risks? Once escalation occurs, what steps can be taken by supervisors, according to the reading in the Activity, “Considering Conflict Responses?” Now, consider a time when you witnessed a conflict about to escalate. How did you respond? What, if anything, would you do differently now that you have completed these Activities?

one additional risk factors, other than the ones listed in the Activity “Setting the Tone After Conflicts Occur,” that can increase the risk for escalation of conflict at work are things such as Marital stress, sickness, exhaustion, sexual tension, jealousy, envy, prone violent behavior, prescription drugs, brain tumors, pregnancy, and self-hatred to name a few.

What can be done to reduce those risks?

Proper vetting in the hiring process, counseling, empathy, improved paths to success like educations offered, rules and regulations concerning behavior including fraternization, and adequate communication of those rules are some of the ways to help prevent such conflicts.

Once escalation occurs, what steps can be taken by supervisors, according to the reading in the Activity, “Considering Conflict Responses?”

Interviews, official complaints filed, investigations, discipline

Now, consider a time when you witnessed a conflict about to escalate. How did you respond?

One time there was a fight on the job, this guy was angry because one of my co-workers was showing interest in another co-worker, this guys girlfriend. The guy got beat up pretty good. There was not much I could do to stop it.

What, if anything, would you do differently now that you have completed these Activities?

I don't know how that happened. I was saying I would counsel the guy not to show romantic interest on the job with another employee. In addition, I may tell him to make sure she was available before announcing his interest to her off the job.  However, I have found that some men do not care if a girl is married or not, or even if they are married or not, some men are driven by the wrong motives.