

The Conflict Dissolution Approach

This **approach** requires all individuals participating to:

1. Accept that **truth is relative to context but absolute within it**. (For the philosophical justification for this, see Pp 35 & 335 of McGrath, SK 2021, *Speaking Management: How to Spot Language Traps and Resolve Contested Management Terms*, Springer Nature, Singapore.) This:
 - a. allows everyone's opinion to be accepted as true - for their circumstances,
 - b. leaves open the process of then determining whether their context - the circumstances those opinions were formed in or for - are sufficiently broad to be considered fully generic and universally applicable in all contexts that others may be experiencing,
 - c. shifts the focus away from an individual's strongly held views, towards the applicability of those views in differing contexts that they may not have considered.
2. Accept that when well-intentioned people committed to personal growth disagree, it will be because the parties have not all had the same received information (or adequate time to process it).
3. Avoid all accusations attributing nefarious motivation to others or making value judgements of them - when any one of accident, mistake, misunderstanding, misinterpretation, forgetfulness, inexperience, incompetence, youthful exuberance, ignorance, ego, arrogance or hubris would have perfectly adequate explanatory power.
4. If two people have a strong disagreement, articulate each other's context and justification until the opposing party agrees they have comprehended it.

This process is greatly accelerated when all recognise having their buttons pressed as an opportunity for personal growth – i.e. life requiring me to figure out how I accidentally communicated something I didn't intend. **The people I have issue with are there to teach me something**. We can so easily self-sabotage group effectiveness without any active external subversive assistance. The approach outlined above produces autopoiesis – self-sustainment by means of its own composition and boundary conservation. This resists subversion organically. It can safeguard our high functioning carbon-based analogue quaternary DNA from silicon-based binary digital downgrade.

If we are all part of source energy, we need all the information from everyone to determine collective wisdom. We need a means of converting our distributed individual internal knowledge into a coherent whole for our own benefit. The unacceptable alternative is to keep suffering the emotionally draining cycles of despair and dysfunction that the coercive control paradigm of the world's current operation brings. We have to be the difference, within ourselves, to harness that incredible power, while we still have it. We must do this before it is mind controlled out of us by frequency 'modulation' with the myriad of digital technology implements already in place all around us.

The **process** to do this, i.e. to reach group agreement on difficult/ contentious issues, is then to cycle through the following (in any order) until agreement is reached:

1. identify, remove or define any words with contested or contentious **meanings**,
2. seek all views on the **content**, persisting until an answer or explanation emerges that accommodates them all, and if this isn't reached,
3. look at the decision **process** i.e. reconsider what is to be achieved, thereby gaining greater clarity,
4. work out what all the **decision/ inclusion/ exclusion criteria** are, and
5. rule out views/ approaches/ conclusions/ attitudes that don't meet them.

This approach:

- Tends to increase knowledge, inducing consideration of wider, more generalised perspectives/ context.
- Provides a means of avoiding emotional drama and confusion.
- Avoids producing resentment or unintended consequences (as inappropriate voting can, by imposing decisions that some have great difficulty living with).
- Can handle participants coming in with rigid, fixed, dogmatic views that they and everyone else just needs to be convinced of or brow-beaten into.
- Provides the environment for personal growth to occur organically and silently, without needing any unwelcome change management process externally inflicted upon unwilling participants - to produce the required 'behaviour modification'.
- Achieves progress without compromising individual freedom or views (while requiring humility to accept that one's own views may not actually be 'universal').
- Focuses on process, enabling detachment of ego from whatever content anyone may advocate.

There is none so blind as he who will not see