



Team Conflict - Healthy or Destructive?

Conflict on a team is often thought of as destructive, and it often is. The phase of storming, members holding back information, negative talk, backstabbing all are examples of destructive conflict. Conflict can also be healthy, and productive teams can use it to achieve the following benefits.

Conquer Conflict To...

Energize – get people thinking and acting differently.

Examine new ideas – think out of the box.

Make decisions – determine the BEST way versus the easiest, or the person with the loudest voice influencing everyone else in their favor.

Explore viewpoints and perceptions – taking ideas and opinions, examining, drilling down, spinning off of, and getting to a new level of understanding.



Think About It: Answer individually, and then discuss together as a team.

- 1. Is your team's conflict healthy or destructive? Why? What examples of behaviors are exhibited to lead you to believe this? I.e., What specifically makes your conflict healthy and/or destructive?*
- 2. What needs to be done to increase healthy conflict and decrease destructive? How will you apply these new strategies you have created together?*

“Whenever you’re in conflict with someone, there is one factor that can make the difference between damaging your relationship and deepening it. That factor is attitude.” (William James)