

Conflict Management Workshop Diocese of Georgia Jan 2012

1. I made progress on important learning goals

Not at all		About what I expected		Beyond what I expected
		x	x	xxxxx x

Lab education may help a person in the following areas. Please comment on how that happen for you in the workshop. What elements helped?

2. Increased awareness of patterns and dynamics

Methods	-T-Groups –uncomfortable but essential -Feedback -Role Play -Disciplined reflection on experience (EIAG) –clarified patterns of the dynamics
Theory - concepts	--MBTI and TKI theory – helps release judgment of self and others; understanding of how different types may interact --Understanding difference between process and content
Comments	Beyond what expected;

3. Increased awareness of choices I have

Methods	TKI //
Theory - concepts	-Patterns of conflict management -Interpretation of the dynamics with immediate feedback integrated the new information
Comments	Definitely; That I can be (helpfully) competitive* and not always accommodating; Seeing options, not flying by seat of pants and making things up; Became aware of being able to move from an accommodating type to competing without much anxiety; realized that clergy may need to be more “competing” to move things forward; see broader range of choices;

* Competing – competitive is a label used in the TKI instrument to indicate more assertive behavior.

4. Ability to behave more effectively (as I see it)

Methods	Feedback // Role play
Theory - concepts	MBTI Levels of Conflict (esp. symptoms and strategies) Conflict decision tree
Comments	More awareness of how to use various behaviors in different settings; of how my behavior can push other’s buttons & how to deal with people who push my buttons; Pausing in situations when I feel defensive or threatened & thinking of my choices; Behavior can be modified if you can be aware of your strengths and weaknesses; Feedback put my mind at ease about how others perceived me, became more confident; increased self awareness and greater objectivity give me more options to act not just react;

5. I would send someone else to this workshop (assuming it fit the person's needs)

Yes xxxxx xxx

Uncertain

No

Comment: These are skills every person needs, especially clergy; this is a very important part of parish ministry. This is a safe and intellectually constructive learning environment with practical information for ongoing emotional and social growth

6. I would consider participating in another workshop

Yes xxxxx xxx

Uncertain

No

Especially of interest (please circle)

Human Interaction Workshop (almost all T-group work)
XX

Design skills (making programs, education, meetings more participatory or experiential)
XXXXXX

Group development (Increasing awareness of group dynamics and development theory and method, improved participant and facilitator skills)
XXXXX

Consultation skills
XX