

Title

True stories

Source

Method presented during the International Trainers Laboratory, October 2001 by Irena Lengar and Marjeta Plevcak (Slovenia). For further information on the International Trainers Laboratory, please contact IJAB e.V., Kerstin Giebel, Heussallee 30, D-53113 Bonn, Tel.: 0228/9506223, Fax: 0228/9506199, E-Mail: giebel@ijab.de.

Field/Content

Conflict resolution: finding ways to manage a »real life« conflict in a multicultural volunteer camp, when the goal of the group differs from the interests of an individual.

Duration

60 – 80 minutes

Participants

Up to 30, divided into groups counting up to 6 people.

Aims

- Confronting the conflict
- Learn different ways of solving a conflict in a group
- Discovering if there is only one »right« solution

Materials / Resources

Description of one or more conflicts, e.g.:

TRUE STORY

There is a two week long International Voluntary Work Camp going on with 7 participants (4 men, 3 women). The oldest participant is a 45-year-old woman.

In the description of the work camp, as well as in the information sheets for the participants, it was clearly stated that everyone would be doing everything, on a rotation system (work, cook, washing the dishes...).

The problem came up on the second day, when it became obvious that the oldest participant (45-year-old woman) did not want to work or wash the dishes. She decided that she was going to play the role of the work camp mother by cooking all the time.

Tensions in the group started to grow because: »We are all equal, so she has to work just as we have to cook and wash the dishes when our turn comes.« These tensions are clearly going to lead to conflict in the group in the near future.

How would you manage this conflict?

Preparation

See materials / resources.

Methodology

- participants are divided into several groups
- one or two different conflicts are presented (depending from the number of groups), two or three groups are working on the same case
- each group discusses the conflict
- each group reports on their solution

Evaluation / Debriefing

- discussion about intercultural differences and best ways of resolving conflicts

Variants

A whole lot of other conflict descriptions may be prepared, according to your experiences.