Conflict & Dispute Resolution

Principle Sources of Conflict

Source	What is it?	Why does it cause conflict and increase a conflict's size?	How could it be mitigated through conflict resolution?
Features of the Situation			
1. Perception of Scarcity	Perceptions of scarcity occur when the parties believe that they both cannot have enough of some resource. It is thought that if one party gets more of it then the other party must get less (or even none at all).	This perception makes the feasible options look like the "either-or" variety, thus causes aspirations to diverge and become more rigid. Furthermore, rare things *seem* more valuable precisely because they are rare, thus causing aspirations for them to rise and become even more rigid. With such high, rigid, and divergent aspirations, conflict is probably inevitable.	One way to begin to verify whether the resources are actually scarce. People can be mistaken about this. If that fails, have the parties reconsider whether the resource is really that valuable. Maybe it is something not so important. Following that, creative problem solving will probably be necessary. For instance, maybe there is a way of dividing the resource that satisfies everyone. Or perhaps each party is willing to get one rare resource while the other gets another, different resource.
2. Perception of Rapid Success			
Features of the Parties			
3. Zero-Sum Thinking			

Principle Sources of Conflict (Continued)

Source	What is it?	Why does it cause conflict and increase a conflict's size?	How could it be mitigated through conflict resolution?
Features of the Relationship			
4. Ambiguities about Relative Power			
5. Invidious Comparisons			
6. Status Inconsistency			
7. Distrust			

Principle Sources of Conflict (Continued)

Source	What is it?	Why does it cause conflict and increase a conflict's size?	How could it be mitigated through conflict resolution?
Features of the Community			
8. The Security Dilemma			
9. Lack of Normative Consensus			