Conflict & Dispute Resolution

Conditions Influencing Strategic Choice During Conflict

Condition	What is it?	What increases or decreases it's influence?	What strategies does it encourage?
The Dual Concern Model			
1. Self-Concern	Self-concern is the level of concern a person has for his or her own outcomes in a conflict. It can range from indifference (or perhaps even negative concern) to high concern.	(A) The more important a person feels about the interests at stake, then the stronger and more rigid self-concern that person will have. This can happen when there are deep moral principles of right and wrong or justice involved.	The more self-concern Party has, the more assertive they are in advancing their own interests in a conflict. This makes it more likely that Party will adopt either contending or problem solving strategies during a conflict.
		(B) Self-concern regarding an issue may be affected by the level of self-concern involved in other issues. High self-concern in other areas may cause low self-concern when dealing with the issue at hand. On the flip side, low self-concern in other areas may cause high self-concern for the issue at hand.	On the other hand, if Party has low self-concern, they will usually be less assertive and so more likely to adopt either yielding or avoiding strategies when in conflict with Other.
		(C) The framing of the outcomes may affect self-concern. Positive framing of the options (by emphasizing the potential gains of each) seems to reduce self-concern; negative framing of the options (by emphasizing the potential loses of each) seems to increase self-concern.	
		(D) Fear of confrontation makes a person less assertive and so reduces his or her self-concern.	
		(E) Representatives of groups tend to identify their self-concern with the group's concerns, and so have a higher self concern than any individual member of that group.	
2. Other-Concern			

Conditions Influencing Strategic Choice During Conflict (Continued)

Condition	What is it?	What increases or decreases it's influence?	What strategies does it encourage?
The Perceived Feasibility Perspective			
1. Perceived Common Ground (PCG)			The greater the PCG, the *more* likely Party will problem solve because . . .
2. Trust			The greater the trust, the *more* likely Party will problem solve because . . .
3. Conflict Size			The greater the size of the conflict, the *more* likely Party will contend because . . .
4. Worry About Conflict Spirals			The more worried Party is about causing a conflict spiral, the *less* likely Party will contend because . . .

Conditions Influencing Strategic Choice During Conflict (Continued)

Condition	What is it?	What increases or decreases it's influence?	What strategies does it encourage?
The Perceived Feasibility Perspective			
5. Image Loss			The greater the risk of image loss, the *less* likely Party will problem solve or yield because . . .
6. Position Loss			The greater the risk of position loss, the *less* likely Party will problem solve or yield because . . .
7. Information Loss			The greater the risk of information loss, the *less* likely Party will problem solve because . . .
8. Concern for Reputation			The more concerned Party is with their reputation, the *less* likely Party will contend because . . .

Conditions Influencing Strategic Choice During Conflict (Continued)

Condition	What is it?	What increases or decreases it's influence?	What strategies does it encourage?
The Perceived Feasibility Perspective			
9. Perceived Power and Party's BATNA			The greater Party's perceived power or the better their BATNA, the *more* likely Party will contend because . . .
10. Perceived Counterpower and Other's BATNA			The greater Other's perceived counter-power or the better their BATNA, the *less* likely Party will contend because . . .
11. Worry About Conflict Spirals			The more worried Party is about causing a conflict spiral, the *less* likely Party will contend because . . .
12. Time pressure and deadlines			The more time pressure Party feels, the *more* likely Party will yield because . . .

Condition	What is it?	What increases or decreases it's influence?	What strategies does it encourage?
Blame Direction			
1. Other-Blame			The more that Party believes Other is to blame for the conflict, the *more* likely Party will contend because . . .
2. Self-Blame			The more that Party believes they are to blame for the conflict, the *more* likely Party will yield because . . .
3. Mutual-Blame			The more that Party believes that both they and Other share blame for the conflict, the *more* likely Party will problem solve because . . .