



Conflict resolution

This activity helps you develop effective communication strategies for resolving disagreements in mentoring relationships. By exploring real-life conflict scenarios and practicing constructive dialogue, you'll learn how to handle difficult conversations with confidence and professionalism.

Process:

1. Conflict Scenario Workshop (15 min)

Scenario: A mentor and mentee disagree on a career path choice (e.g., the mentee wants to pursue an unconventional route, but the mentor believes another path is more secure).

- In a group:
 - Discuss different approaches to resolving the disagreement.
 - Brainstorm how to communicate effectively without dismissing the mentee's perspective.
- *Alone: Reflect on a past mentoring or professional conflict and write down three possible approaches to resolving it.*

2. Communication Skills Practice (10-15 min)

- Practice using active listening techniques and "I" statements to express disagreement constructively.
- Examples of "I" statements:
 - "I feel concerned when I hear you say you're unsure, because I want to support you in making a confident decision."
 - "I respect your choice, and I'd like to explore different perspectives with you so you feel prepared for the challenges ahead."
- In a group: Pair up and role-play a mentor-mentee disagreement using these techniques.
- *Alone: Write out a structured response using "I" statements for a potential conflict scenario.*

Reflection:

- In a conflict, do you prefer to avoid confrontation, compromise, or assert your position?
- Rate your ability to listen during conflicts on a scale of 1-5.

