

Health Matters Assistance Programme

Employee Support Bulletin February 2012



Conflict

Having conflicting opinions can in most cases be positive and healthy, as well as being a learning and growing experience. Despite the fact that people have many similarities, everyone is different from everyone else, and people will have conflicts. Conflict is a natural part of life and can be helpful in challenging ideas.

When people deal with conflict in a healthy way, they can generally find a solution that satisfies everyone. This is what is called Managing Conflict. Unfortunately, conflict also has its negative side, where people not only disagree with each other, but sometimes also hurt feelings and fracture relationships. Sometimes a disagreement can escalate to the point where one or more parties perceives a threat to their wellbeing.

If you're not seeing eye-to-eye with a colleague, take a look at what might be behind your differences. Identifying the cause of conflict is the first step to resolving it. There can be a variety of causes that can lead to workplace strife, such as sudden or major changes at work, to your role, etc. Lack of clarity and communication about responsibilities. Clash of personalities. Lack of confidence in one or both parties leading to defensive or aggressive behaviour.

There are also many methods to tackling conflict in a positive and healthy way, including simply talking things over. You might feel that you need a little help beforehand? If so, the EAP service is available to you around-the-clock.

Available 24 hours-a-day, 7 days-a-week, 365 days-a-year !



Just some of the issues covered...

Stress & Anxiety

Depression

Bullying & Harassment

Performance at Work

Self-Confidence

Managing Pressure

Retirement

Family Life & Relationships

Divorce & Separation

Illness, Health & Wellbeing

Childcare & Parenting

Eldercare

Bereavement

Traumatic Incidents

You may also find information on the HMAP Secure Website:

www.hmap-hub.co.uk