

# The Beauty of Conflict

Clair Canfield | TEDxUSU

In the video "*The Beauty of Conflict*," Clair Canfield challenges the common belief that conflict is something negative to be avoided. Rather than seeing conflict as destructive, he reframes it as an opportunity to better understand ourselves and others and offers the acronym **VOCAB** to help transform conflict into a more positive experience.

## Vulnerability

The willingness to **let ourselves be seen**. Being open and honest about your feelings and needs, without the need for justification or defense. This allows for a deeper connection with others.

## Ownership

Being **accountable** for our emotions, needs, and choices. This empowers you to address the root causes of the conflict and shift direction.

## Communication

This involves asking questions, **listening, and expressing** your feelings. Engaging in respectful and empathetic conversations to foster understanding and change.

## Acceptance

Embracing the reality of the situation and **letting go** of what you cannot control. This helps in moving past the conflict and towards a more positive outcome.

## Boundaries

Establishing clear and agreeable rules for **acceptable behavior** that guides the conflict resolution process. This helps in maintaining a healthy balance in relationships.

By incorporating these elements into conflict resolution, you can create a more productive and constructive environment, moving away from the negative aspects of conflict and towards personal, professional, and relational growth.

For additional tools and resources, visit the [L&D website](#)