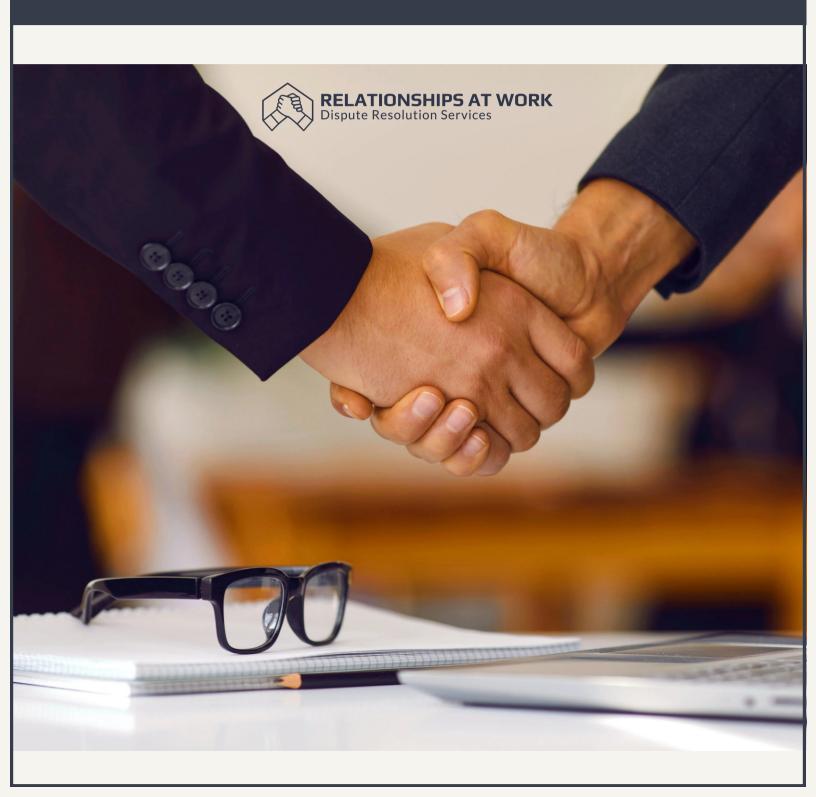
CHECKLIST

The 3D Formula for

MANAGING WORKPLACE CONFLICT





The 3D Formula for Managing Workplace Conflict

Solving the Business Problem

STEP #1: Assessing the Source(s) of Conflict: Which ones apply?
 Organizational Structure Systems Processes Technology People Roles & Responsibilities: a. Leadership Dynamics b. Team Dysfunction c. Individual Personality Conflicts
Events: a. Internal (e.g. change in leadership, lay-offs, etc.) b. External (e.g. economy, COVID, etc.)
STEP #2: How serious is the Conflict? Which ones apply?
Level 1: Differences
STEP #3: What Actions have been taken so far:
No Action 1:1 Conversations with the parties involved Leave of Absence (for one or both of the parties) Reassignment (for one or both of the parties) Restructuring of Roles & Disciplinary Action (for one or both of the parties) Disciplinary Action (for one or both of the parties) Conflict Management Class (for one or both of the parties) Conflict Coaching (for one or both of the parties) Mediation (involving both parties) Restorative Group Processes (for team involved) I'm not sure what next to do to solve the business problem(s) created

ABOUT Dr. Debra Dupree

Dr. Debra Dupree, the MINDSET Doc, transforms challenging confrontations into learning conversations, taking the 'sting' out of conflict.

She saw her own family-owned business embroiled in differences, leading to dashed dreams, damaged relationships, and broken hearts. She turned these early experiences into a lifeline for smart people who fear conflict by bringing in the brain science behind blow-ups and emotional reactions. People have a need to work but life doesn't always feel 'psychologically safe'.

Dr. D works with leaders and organizations to build a climate of courage and curiosity to set the tone for meaningful workplace settings.



Dr. Debra is a Dispute Resolution Specialist, Conflict | Leadership Coach, and International Trainer | Keynote Speaker. She hosts the podcast 'Decoding the Conflict Mindset'

Schedule a complimentary <u>Insight Session</u> to take action NOW!

TAKE ACTION NOW!

