

# Interpersonal Conflict Goals

This questionnaire will help you identify your interpersonal goals (your needs) and the most effective way to meet those needs when dealing with interpersonal conflicts. The questions are designed to draw out specific goals that may not be in your immediate awareness, then determine the most effective way for you to behave in order to meet those goals. You may use this worksheet as a journaling prompt. For best results, open yourself up to possibilities you may not have considered. GO DEEP.

**1. Describe the conflict:** *What happened and why are you upset? (If there are several different conflicts with the same person you might consider completing a separate worksheet for each):*

**2. How does this conflict make you feel (name the emotion(s))?**

**3. What do you need/want to happen?**

## **4. PRIMARY GOALS:**

**What does the other person need to do, how do they need to behave, in order for you to get what you need/want? BE SPECIFIC.**

- *What do you want them to stop doing/thinking/believing?*
- *What do you want them start doing/thinking/believing instead?*
- *Give some examples of specific actions that the other person might take in order for you to meet your needs or get what you want (even if you don't believe they would be willing or capable of doing it, write it down. The question is to identify what YOU need or want, not what the other person is capable of).*
- *Identify specific examples of what the other person might say to you in order to meet your needs.*

**5. How do YOU need to behave in order for the other person to meet your PRIMARY GOALS above?**

- *What do you need to say to the other person? Have you shared your specific needs with them in the clearest way possible? Maybe you need to share your feelings or ask directly for what you want.*
- *What is the most effective way for you to behave so that the other person will be motivated to make the desired changes you listed above? What do you need to do and how do you need to do it? What actions on your part are going to be the most effective?*
- *How can you model the behavior you want to see in the other person? EX: If you want the other person to listen to your needs, you can model this behavior by showing a willingness to listen to theirs.*
- *How can you make it safe for the other person to be accountable for their part in the conflict? (Consider what you might need from someone in order for you to acknowledge your part in a conflict)*
- *Is there a way to validate that the other person has a right to feel the way they do even if you disagree?*
- *Can you think of times in the past when the other person HAS met your needs? Can you point out that you have noticed they are making an effort? Can you validate them in some other way? Positive reinforcement works better than negative.*

## **6. RELATIONSHIP GOALS:**

**Whether the other person agrees to meet your needs or not, how do you want them to *feel* about you after you address the conflict? BE SPECIFIC.**

- *What opinion do you want the other person to have of you? What do you want them to think? EX: Do you want them to see you as an honest person, a kind person, a reasonable person?*

- *If you were to express your needs to this person directly, how would you want them to feel about you after? EX: Do you want them to feel your needs are fair? Do you want them to feel that you have a valid reason to feel the way you do?*
- *If the other person does not agree to meet your needs/wants, how do you want them to feel about you? Do you want them to appreciate that you shared your feelings?*
- *How would you want the person to describe you to others? EX: Would you want them to describe you as a person who is compassionate and understanding? As a person who is willing to compromise?*

## **7. How do YOU need to behave in order for the other person to meet your RELATIONSHIP GOALS above?**

- *What do you need to do, how do you need to act, in order for the other person to feel this way about you? What behaviors/actions on your part are going to be the most effective?*
- *What could you say to the other person in order for them to feel this way about you?*
- *How can you model the behavior you want the person to see in you? EX: If you want them to think of you as fair, how can you show them you are fair?*
- *What actions/behaviors do you need to see in a person in order to feel this way about them? EX: What behaviors do you need to see in order to believe a person is kind or reasonable or compassionate or fair?*

## **8. SELF ACCEPTANCE GOALS:**

**Regardless of the outcome, how do you want to feel about YOURSELF when this conflict is over? BE SPECIFIC.**

- *What opinion do you want to have about yourself after this is over? EX: Do you want to feel like you did everything you could? Like you stayed calm and on point? Do you want to feel proud of how you handled yourself? Like you did the right thing?*
- *If you were to express your needs to this person directly, how would you want to feel about yourself after? EX: Would you want to feel like you were fair? Would you want to be glad that you let yourself be vulnerable? Like you expressed yourself clearly?*
- *If the situation does not turn out the way you want it to, how do you want to feel about yourself? Do you want to feel like you were able to be the bigger person? Do you want to feel proud that you faced the conflict even though you didn't get what you wanted?*
- *How do you want to handle your emotions when this is over? Do you want to feel relieved? Do you want to stop thinking about it?*

## **9. How do YOU need to behave in order to meet your SELF ACCEPTANCE GOALS?**

- *What do you need to do, how do you need to act, in order to feel this way about yourself? What behaviors/actions will be the most effective?*
- *What do you need to say to the other person, and how do you need to say it, in order to feel this way about yourself?*
- *How can you model the behavior you want to feel in yourself? EX: If you want to feel like you were fair, what do you need to do?*
- *What actions/behaviors would you see in another person if they felt this way about themselves? EX: How does a person act when they are proud of the way they handled a conflict? How do they act when they know they have done the right thing? How do they act if they are no longer thinking about the conflict?*
- *What do you need to do in order to feel relieved when this is over? Do you need to further express or process through your emotions? Do you need to distract from your thoughts? Self-soothe?*