

Compliance or Conflict?

Sometimes a situation you might think is a conflict is not, instead the problem is that you are trying to get someone to comply with your wishes. What is the difference, you might ask? Let's take a look.

When you pressure someone into doing as you want this causes a conflict that really does not have any resolution possible. In fact you are conducting a battle of the wills. Where the strongest willed person is going to hold out the longest and be seen as the winner.

Is this something that you truly want to force onto someone, a do as I say or else scenario? Isn't it up to the other person to decide for themselves and be prepared to take the consequences if they refuse to comply?

There are certain situations where the person's needs do not come into question at all. There is no conflict necessary as complying is the only action to take.

A good example of this is having to show up for work at 7am. You are working on a line with other people and everyone must be ready to start work promptly. If just one person is late it affects the performance of the entire line.

You are constantly late and this causes lots of delays and interruptions. You are told that you are no longer on the morning shift and are going to be moved to the afternoon shift if you are late once more.

What is your choice of action? You either smarten up and start arriving on time each morning. Or you suffer the consequence and get put onto the later shift.

Another example of a conflict being an act of compliance is something as simple as your spouse not picking up their clothes off the bedroom floor. Do you really want this to cause a conflict in your home every day? Probably not, and if you want to stay married what is your choice of action? Pick up the clothes and stop letting this act bother you, especially if you know that you badgering them to pick them up isn't going to get you anywhere.

So the next time you are faced with a difficult situation take a close look at it first. Then decide if this is worth a conflict or is it just going to turn into a battle of who is right and strong willed. Decide how important the situation is to you and act accordingly.

Remember to never come across as exerting forceful power over someone. This can be demeaning and make you look like a tyrant.