

mediation with joe salama



San Rafael • San Francisco • Point Richmond
Telephone: 415.948.9030 • Facsimile: 415.492.1595
www.salama.com

Facebook: www.facebook.com/ConflictResolution
twitter @ <http://twitter.com/MediationJoe>
Linkedn: <http://www.linkedin.com/in/JoeSalama>

Tips On How To Resolve Conflicts Effectively, Part Three - March 17, 2010
by Joe Salama

As a matter of personal health, don't let an opposing party "push your buttons." If you truly disagree with them and don't think well of their opinion, then do yourself a favor by limiting how much time and emotional energy you will spend thinking about the conflict beyond what you need to do to effectively manage it. Keeping some level of emotional detachment from the conflict will not only make the rest of your life happier, but it will also give you a better perspective on solving the conflict itself.

On occasion you have a conflict, and there appears no way to end the relationship or mediate it. Some cases are genuinely meant for litigation. But you should start thinking about litigation like surgery - don't be shy about asking for a second opinion if you are not comfortable. More often than not, it takes litigation, or the real threat of litigation, to actually spawn settlement talks.

You know yourself better than anyone. Don't let anyone push your buttons. Don't give anyone that power over you, to the extent you can help it. You will **always** be thankful later for a delayed thoughtful response in place of an immediate elevated reaction.

The earlier you are in a conflict, the greater your chances of resolving it (once the initial cooling off period is over). The longer it continues, the more entrenched the parties become in their positions and the more emotionally, economically, and politically invested they are in their desired outcome.

A party with a strong case, good witnesses, that did nothing wrong may choose wisely by paying the other side a significant sum of money to avoid litigation. That party needs to see beyond its principals before it spends more money litigating than is at stake.

Anyone you were once able to make an agreement with before, you are likely to be able to make an agreement with again. Simply because the relationship has

gone sour doesn't mean that it is hopeless and that you have to fight it out in court. Trust and mutual respect may or may not be salvaged, but there is a lot that **can** be saved.

© 2010 Mediation with Joe Salama