

Effective, Biblical Conflict Resolution: An overview of *Peace Pursuit*

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Purpose & Peace Solutions

Disclosure Statement

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Learning Objectives

- ▶ Apply the Peace Pursuit model to effectively resolve conflicts within clinical and team settings, demonstrating improved competence in managing interpersonal challenges and disputes in a manner consistent with biblical principles.
- ▶ Implement strategies for fostering appropriate confession and forgiveness and identify this “Bounce of Peace” as the clear goal pursued in biblical peacemaking.
- ▶ Develop and integrate a peacemaking culture in their practice, leading to improved communication, clarified expectations, and a more effective, stable team dynamic.

Conflict Resolution

“You can’t AVOID conflict.

You can only avoid conflict RESOLUTION.”

~ Peace Pursuit

Common themes and contexts of conflict

Defining Conflict

Differences become **relational** problems when

_____.

At its essence, conflict is a _____ **?** _____ problem.

Biblical Conflict Etiology

James 4:1-3 (CJB)

“What is causing all the quarrels and fights among you? Isn't it your desires battling inside you? You desire things and don't have them. You kill, and you are jealous, and you still can't get them. So you fight and quarrel. The reason you don't have is that you don't pray! Or you pray and don't receive because you pray with the wrong motive, that of wanting to indulge your own desires.”

7

Who

What

When

How

8

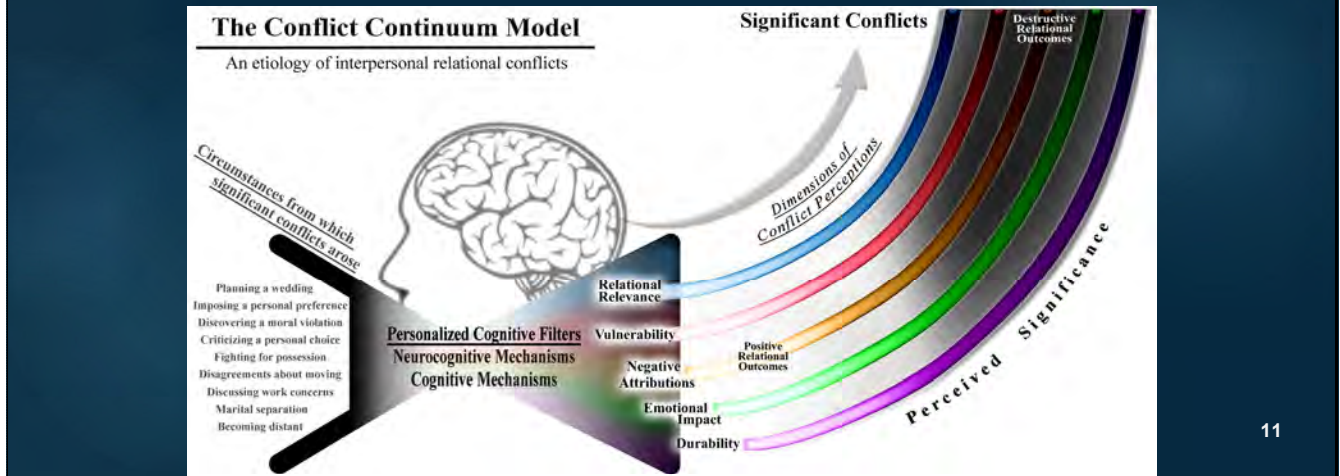
Defining Conflict Resolution

Relational conflicts are **resolved** when

How might it affect our staff / ministry team....

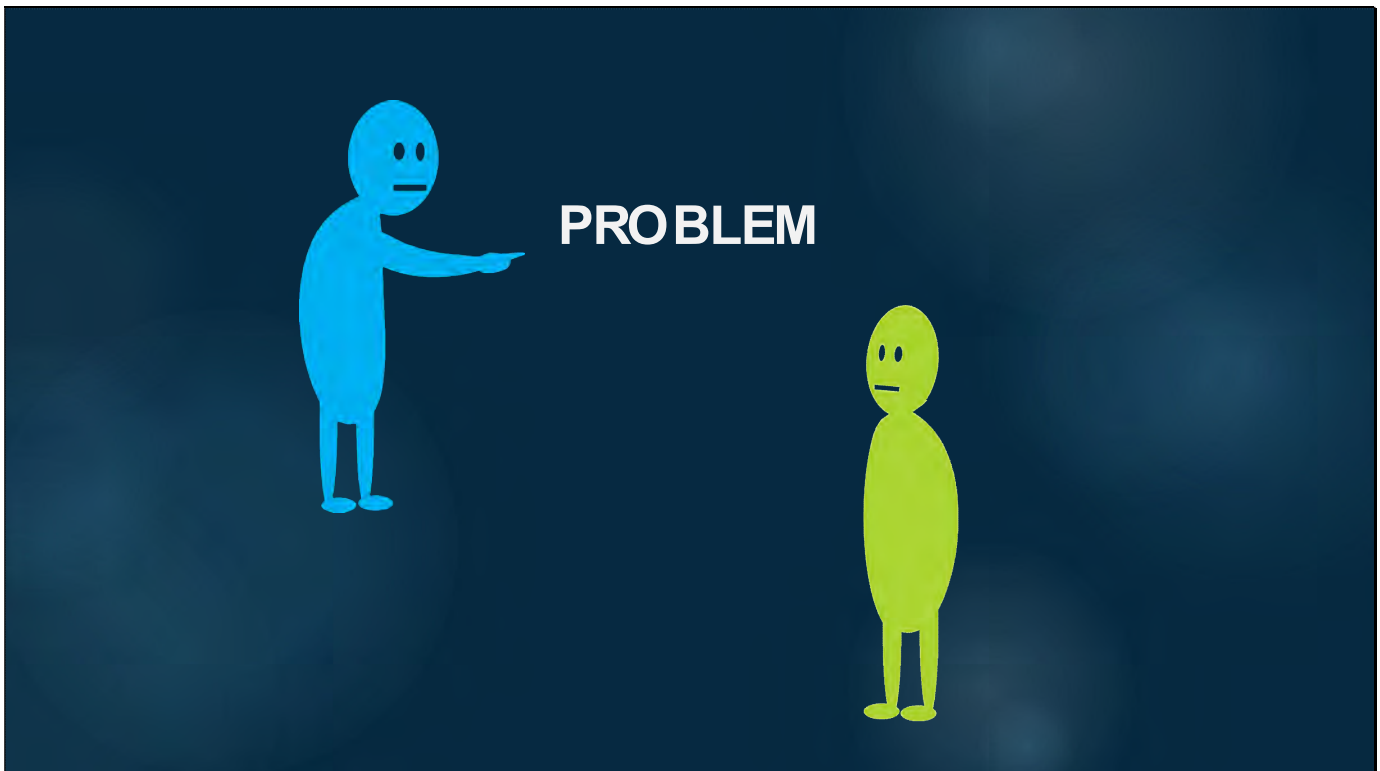
- if we do not agree on when a conflict has **occurred** and needs to be addressed?
- if we do not follow the same **process** for resolving conflicts?
- if we do not agree about when a conflict has been **resolved**?

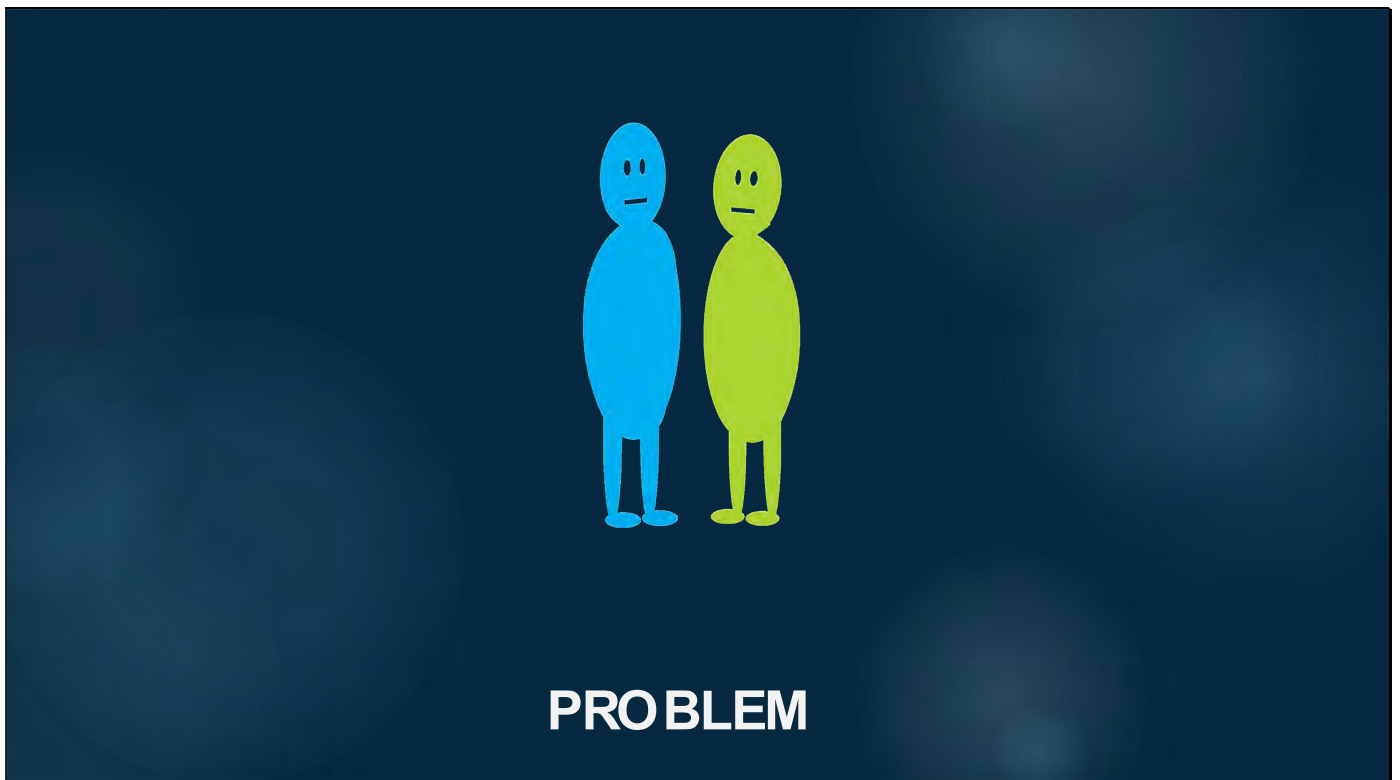
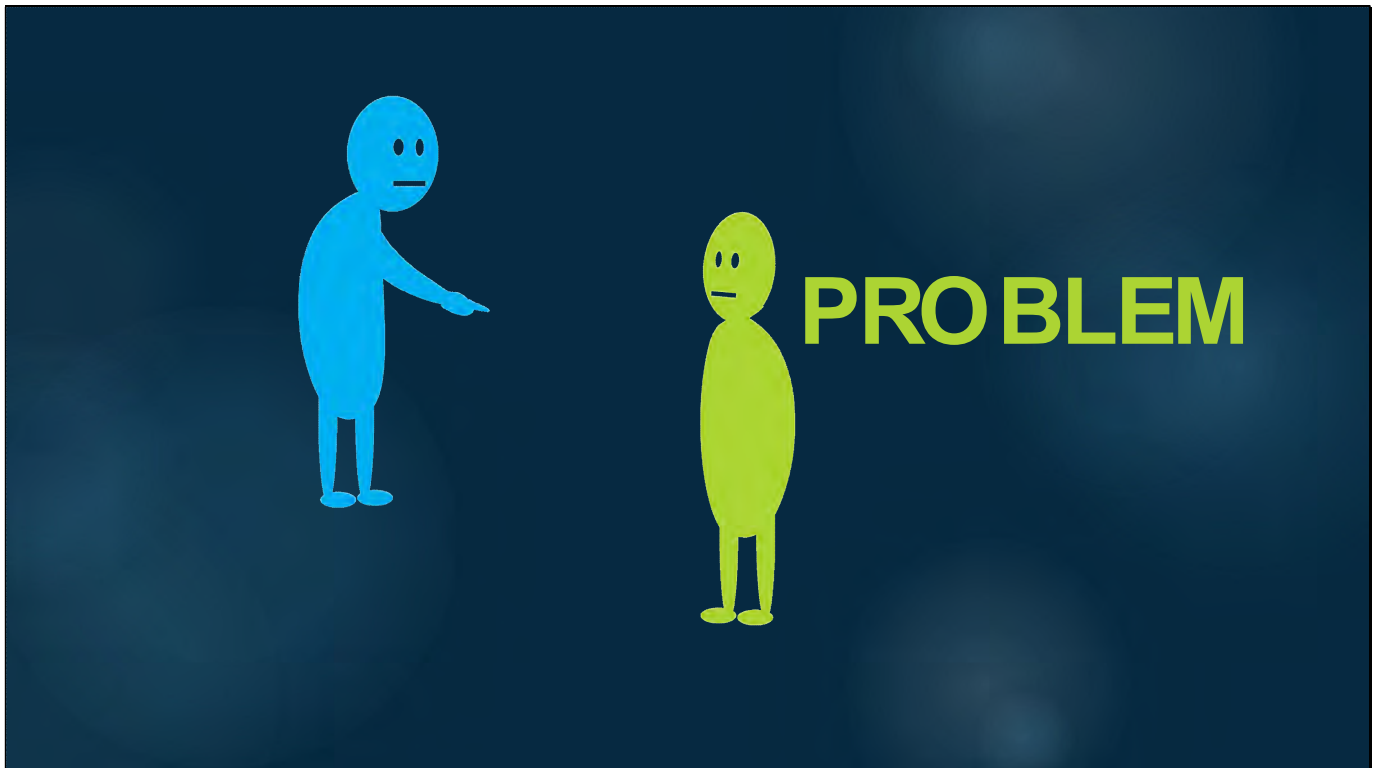
The Conflict Continuum: Multidimensional Perceptions that Generate and Escalate Interpersonal Relational Conflicts



REFERENCE

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Make Peace the Priority

External problems are more effectively resolved when relational conflicts are fully addressed FIRST.

15

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Obstacles to Conflict Resolution

We misunderstand the essence of conflict as an **external** rather than **internal** problem, so we try to fix the wrong thing.

16

Evidence-based Aspects of Reconciliation

- ▶ Cognitive reappraisal
- ▶ Reframing
- ▶ Perspective change
- ▶ Increased self-awareness
- ▶ Increased empathy
- ▶ Feeling understood
- ▶ Perceived sincerity
- ▶ Disconnect person from the problem
- ▶ Improved perceptions of forgivability
- ▶ Increased interpersonal compassion
- ▶ Express apologies and forgiveness
- ▶ Repentant and remorseful attitudes
- ▶ Attempted atonement and reparation

17

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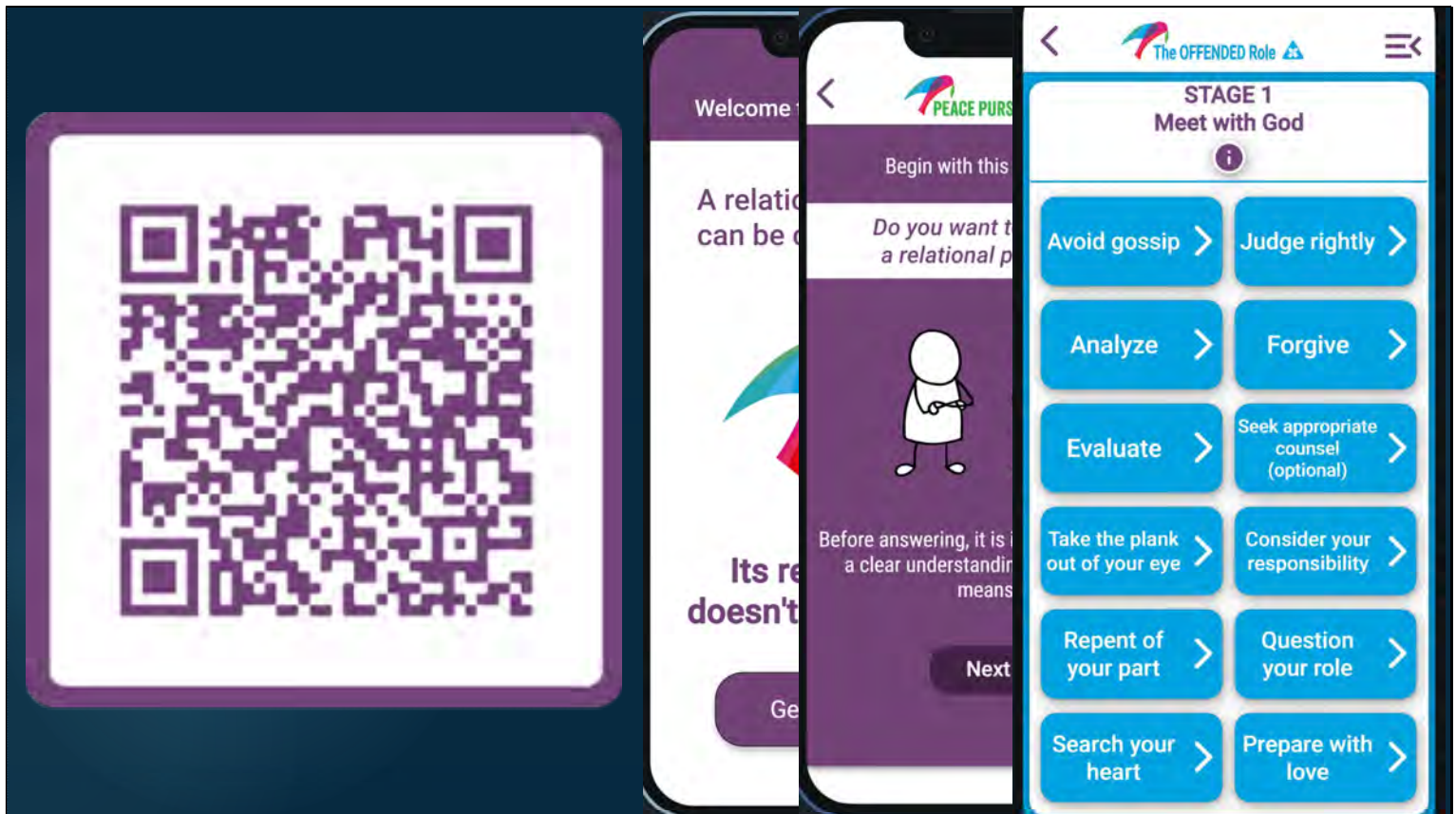
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Slide 18





Do you want to resolve a relational problem?

First, choose the one role that best describes your situation.

You feel that you have been personally hurt or offended by someone.

You believe that a person has offended or hurt someone else other than you.

It appears that you have offended or hurt someone.

Someone has come to you to talk about a conflict between two people, but you are not one of the two people in the conflict.

Next, follow your icon.

STAGE 1

Meet with God

Pray and complete these steps for your role before you decide to talk or not talk with the other person.

STAGE 2

If appropriate, meet with the other person

(You may need to do this more than once to achieve peace.)

Approach in love Go at the time and place and with the attitude you would want to be approached if your roles were reversed. Matthew 7:12, Galatians 6:1, Proverbs 25:8-12

Listen Be quick to hear, slow to speak, and slow to anger. Listen to the other person with sincere attention. James 1:19; Proverbs 18:17, 25:12

Use God-honoring speech Use "I" statements and non-accusatory comments. Use calm, non-threatening body language. State any offenses in clear, biblical terms. Ephesians 4:29; Proverbs 15:1, 25:11-12

Grant forgiveness If the other person repents of an offense toward you, give them your personal forgiveness. Luke 17:3-4

Make an honest, humble, honoring confession Be specific, thorough, and contrite. 2 Corinthians 7:8-11, Proverbs 28:13

Receive forgiveness and cleansing, if they grant it 1 John 1:9

Make right any wrongs you can Matthew 3:8, Hebrews 12:11, Galatians 6:7-8

THE PEACE PURSUIT MODEL™

Do you want to resolve a relational problem?

Choose your role and follow your icon to reach appropriate confession and forgiveness.

- Offended** Choose the offended role if you feel someone has personally wronged you, hurt you, sinned against you, offended you, or anything similar to these. *Key: It is something you feel they should have done, but they didn't do.* Proverbs 10:11, Colossians 3:18 (Lk 17:3-4, Matthew 18:15)
- Offender** Consider yourself in the sinner's role if you realize you have personally offended or hurt another person or someone has told you that you have offended them or another person. Proverbs 10:11, Colossians 3:18 (Lk 17:3-4, Matthew 18:15)
- Initiator** You identified someone offend another person. Or, you sense two people are in conflict and you do not believe either of them is seeking peace. Or, you sense that a person has sinned against God, and the sin is not clearly or directly against another person. Galatians 6:1-2, James 5:19-20, Matthew 7:12
- Coach** Someone has come to you to talk about a relational problem between two people. You are not one of the two people in the conflict. You are able or called when you impartially help the person choose their role and then meet with God during all the appropriate steps of Stage 1. Proverbs 15:12, 15:10, 19:25

STAGE 1 Meet with God.

Stage 1 is based on principles from these and other Bible passages: Matthew 7:12, Romans 14:19, Hebrews 12:14, Ephesians 4:3, Romans 12:16, Colossians 3:12, Matthew 7:5, Psalm 139:23-24, Philippians 2:24, Matthew 7:12. See the PEACE PURSUIT QUICK START GUIDE.

- Offended** Powerfully anchors your role in the Peace Pursuit Quick Start Guide. When you meet with God, forgive the sinner and yourself. Then, you can decide to overlook the offense and not talk with the person about it. Or, you can choose to have a conversation with the sinner. You may optionally ask a coach to help you process Stage 1.
- Offender** If you realize that you have offended or hurt someone, you should first complete the Peace Pursuit Quick Start Guide and then work peace with the sinner. You may optionally ask a coach to help you process Stage 1.
- Initiator** If you believe that neither of the parties has approached the other to make peace, process Stage 1 in the Peace Pursuit Quick Start Guide. Meet with God and prayerfully consider encouraging one of the parties to fulfill their role (usually the sinner) and to approach the sinner. You may optionally ask a coach to help you decide if you should go to Stage 2.

STAGE 2 If appropriate, meet with the other person.

Stage 2 is based on principles from these and other Bible passages: Matthew 7:12, Luke 17:3-4, James 1:8, Hebrews 12:14, Galatians 6:1, Ephesians 4:29, 2 Corinthians 7:11, James 1:19, Matthew 18:15. See the PEACE PURSUIT QUICK START GUIDE.

"Oversee the other party" means to oversee or communicate in their place, and to watch which way the most effective movement for each person is humbly and lovingly listen to each other and reach appropriate confession and forgiveness. The meeting should feel more like a conversation than a confrontation. How this happens can depend on circumstances and cultural norms.

- Offended** If the sinner does not come and confess to you after you meet with God at Stage 1, you can choose to communicate with that person at an appropriate time and place. Your goal is to reach confession and forgiveness, or resolve. If the person does not listen after several conversations and reasonable time, you can move to Stage 3.
- Offender** After you complete Stage 1, humbly and contritely confess to the sinner at an appropriate time and place, as shown in the Peace Pursuit Quick Start Guide. Your goal is to reach appropriate confession and forgiveness, as needed.
- Initiator** After you complete Stage 1, you may decide to converse with one of the parties, as shown in the Peace Pursuit Quick Start Guide. Your goal in this conversation is to encourage that person to begin Stage 1 for their role. Your role is to be finished.

If each person fulfills their role at Stages 1 and 2, you will most likely reach appropriate confession and forgiveness.

- Stage 1: 100%
- Stage 2: 90%
- Offender: 80%
- Offended: 70%
- Initiator: 60%
- Coach: 50%

STAGE 3 You and the other party meet together with someone else.

Stage 3 is based on principles from these and other Bible passages: Matthew 7:12, Proverbs 18:17, 1 Timothy 5:18, Matthew 18:16.

The two parties converse with each other in the presence of someone else. That third person is in the role of witness or mediator. Their purpose is to provide a safe, respectful environment for the two parties to listen to each other and reach appropriate confession and forgiveness, as necessary. If each person fulfills their role, you will likely need to go beyond Stage 3.

- Witness** You are able to give honest and impartial testimony about one or more of these: the nature of the conflict between two people; the character of one or both parties; the reconciliation process they have followed to be. Proverbs 14:25, Proverbs 14:5, Matthew 18:16
- Mediator** Two people have asked you to help create a safe and respectful environment for the two parties to discuss and resolve the issue between themselves. You are able to impartially facilitate their conversation to bring them each appropriate confession and forgiveness. 2 Corinthians 6:25, Galatians 6:1-2

If each person fulfills their role at Stage 3, you will almost always reach appropriate confession and forgiveness.

STAGE 4 You and the other party meet with a leader.

Stage 4 is based on principles from these and other Bible passages: Matthew 7:12, 1 Peter 5:14, Hebrews 5:14, 13:17, 1 Corinthians 6:1-6, Matthew 18:17a.

- Leader** One (or both) of the parties is accountable to you in spiritual matters. If the parties have not been able to reach peace at Stage 2 or Stage 3, you are responsible to make an authoritative judgment of the situation at Stage 4 and to approve a mentor at Stage 5. For an offender who needs discipline: 1 Peter 5:14, 1 Corinthians 6:1-6, 1 Thessalonians 5:14, 2 Timothy 4:2, Hebrews 13:17, Matthew 18:17.

The two parties converse with each other in the presence of a person who the sinner is accountable to in spiritual matters. If the two parties do not reach peace, the leader makes an impartial judgment of their relational problem. The leader chooses the interaction between the sinner and the sinner and the sinner. Depending on the nature of the offense and the nature of the sinner, the leader approves a discipline plan for whichever offender is under their care. The leader can appoint a mentor to guide the offender through Stage 5.

STAGE 5 An approved mentor meets with the offender.

Stage 5 is based on principles from these and other Bible passages: Matthew 7:12, 2 Corinthians 7:10-11, Matthew 28, Ephesians 4:29-30, Colossians 3:12, 2 Timothy 2:20-26, Romans 14:17a, 2 Timothy 3:16-17, 1 Thessalonians 5:14, 2 Timothy 4:2.

- Mentor** You are able to oversee the discipline process of the offender at Stage 5, which leads to their reconciliation with God and the offender. You may or may not have had a role in the disciplining process up to the point. Galatians 6:1-2, 1 Thessalonians 5:14, 3 Timothy 4:2

With love care and wisdom, a mentor approved by the leader helps the offender complete the discipline plan which was decided by the leader at Stage 4. It is possible that the leader could be the mentor (see Romans 14). The goals of this discipline plan include: reconciliation with God and the offender, renewal of mind, truth of repentance, and living in righteousness. However, if the offender does not complete this discipline plan, the leader can move the process to Stage 6.

STAGE 6 The leader meets with the offender.

Stage 6 is based on principles from these and other Bible passages: Matthew 7:12, 1 Corinthians 6: 9-12, 2 Thessalonians 3:14-15, Titus 3:7, Ephesians 5:2-3, 2 Timothy 3:6, Matthew 18:17b.

If the offender does not comply to Stage 5 discipline plan, the leader meets with the offender (Stage 6) for one more opportunity to lead one counsel and accept the living grace and love of the community. If an offender remains unrepentant and unresponsive to grace, judgment and patient, loving discipline, the leader formally disowns them to the full from the community. If the offender later seeks grace and fruits of repentance, he or she may return to join the community.

- Aggravator** You may meet with, but you are not involved in, being part of, toward or away, by being a gossip, a busybody, a mediator, a false witness, or by acting irresponsibly in any other role. If you are aware of the right judgmental Peace Pursuit role in this situation, correct one approaching behavior. If you don't have a legitimate role, advise about your role in the disciplining process. 1 Timothy 5:12, 2 Thessalonians 3:1, 1 Peter 4:16, James 2:14, Proverbs 18:16, Proverbs 19:6, Proverbs 24:3

Biblical options for conflict resolution:

Go

Galatians 6:1-2

Gently restore someone caught up in a sin.

Matthew 18:15

If someone sins, go and show them their fault.

Luke 17:3

If someone sins, rebuke them

Do Not Go

Proverbs 19:11

It is to a person's glory to overlook an offense.

1 Peter 4:8

Love covers a multitude of sins.

1 Corinthians 13:5

Love is not easily angered or provoked and does not keep a record of wrongs.

Caution

Matthew 7:12

So, whatever you wish that others would do to you, do also to them, for this is the Law and the Prophets.

Philippians 2:4

Let each of you look not only to his own interests, but also to the interests of others.

How do you define peace?

When is a conflict officially resolved?

Do you want to resolve a relational problem?

PEACE PURSUIT™ QUICK START GUIDE

First, choose the one role that best describes your situation.

- You feel that you have been personally hurt or offended by someone.**
- You believe that a person has offended or hurt someone else other than you.**
- It appears that you have offended or hurt someone.**
- Someone has come to you to talk about a conflict between two people, but you are not one of the two people in the conflict.**

Quick Start Guide back page

When someone comes to you to talk about a conflict not directly involving you, first decide if you are an appropriate person to help this person. If you are, pray and help them identify their role. Then follow these points:

God's expectations for all believers to one another

- Do not speak to one another (1 Peter 4:9-10)
- Love one another (John 13:34)
- Be devoted to one another (Romans 12:10a)
- Love one another (Romans 12:10b)
- Love in harmony with one another (Romans 12:16)
- Do not just give but give to one another (Romans 12:13)
- Be kind to one another (Romans 12:17)
- Love one another (Colossians 2:14)
- Love one another (Colossians 3:14)
- Love one another (Galatians 5:22)

STAGE 2 If appropriate, meet with the other person
(You may need to do this more than once to achieve peace.)

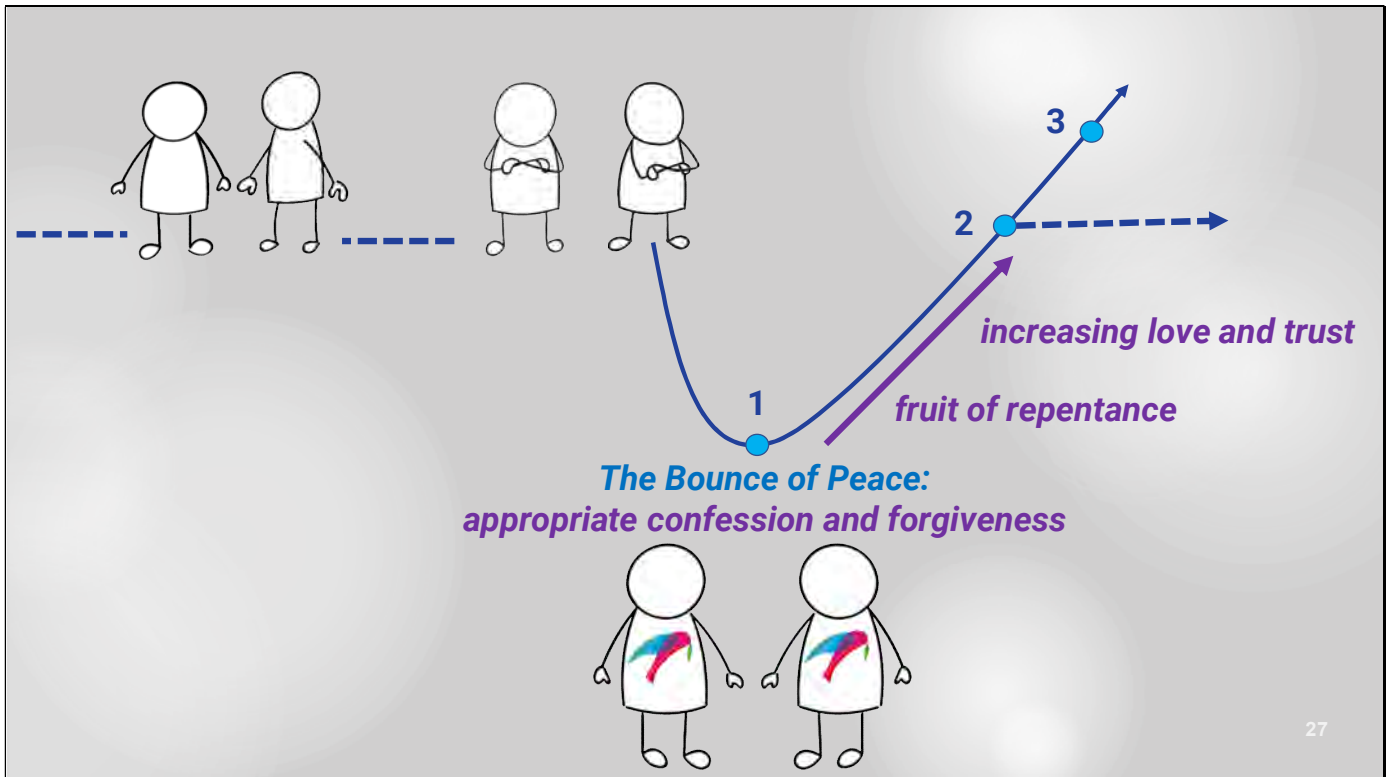
- Approach in love. Go at the time and place and with the attitude you would want to be approached.
- Use God-honoring speech. Use "I" statements and non-accusatory comments. Use calm, non-threatening body language. State any offenses in clear, biblical terms.
- Listen. Be quick to hear, slow to speak, and slow to anger. Listen to the other person with grace and attention.
- Grant forgiveness. If the other person repents of an offense heard you, give them your personal forgiveness.
- Make an honest, humble, honoring confession. Be specific, thorough, and contrite.
- Receive forgiveness and cleansing, if they grant it.
- Make right any wrongs you can.

Why Peace Pursuit?

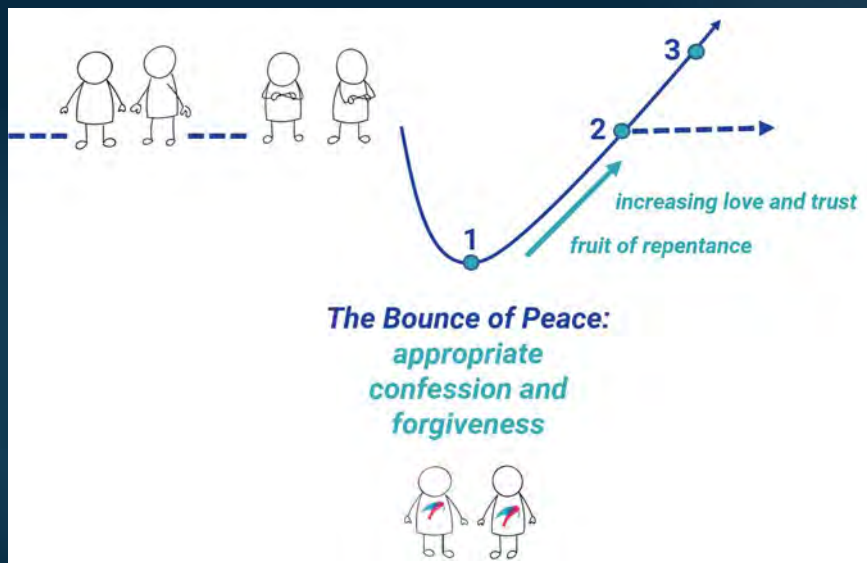
- Pursue the things that make for peace and the building up of one another.
- Strive for peace with everyone.
- Make every effort to keep the unity of the Spirit through the bond of peace.
- Do everything in your power, as long as it depends on you, to be at peace with all.

Peace Pursuit: The Five Pillars

- God wants you to be at peace with all people.
- Your relationships with people reflect and affect your relationship with God.
- Treat everyone as a unique person created and loved by God.
- Treat everyone alike, without prejudice or partiality.
- Everyone is blessed when you pursue peace biblically.



Step One: *do you want to resolve a relational problem?*



STAGE 1 Meet with God

Pray and complete these steps for your role before you decide to talk or not talk with the other person.

Avoid gossip

Do not speak to anyone inappropriately about any other person.
Proverbs 16:28, 25:8-10, 26:20

Take the plank out of your eye

How might you have contributed to the problem? What might be in your heart or mind that could keep you from seeing the problem, yourself, or the other person objectively and from God's perspective?
Matthew 7:3-5, 1 Peter 2:1

Repent of your part

If you have contributed to the problem, prepare to confess what you understand to God and the other person. How can you humble yourself, honor the other person, and be honest about what you did? Consider including these elements in your confession: take personal responsibility, name the specific offense, do not excuse yourself or blame others, show sincere sorrow and contrition. If it is sin, describe it with biblical terms. Show you are aware of and sorry for the pain and cost you caused them. Ask them if there is more you need to take responsibility for.
Matthew 5:23-24, 2 Corinthians 7:8-11, Proverbs 28:13, James 4:6

Analyze

What is the nature of the relational problem? Is it a cultural or personality difference? Miscommunication? A legitimate disagreement? Can it be called a sin? How can you state the problem in terms of unmet, unclear, or unequal expectations? Are these expectations clearly understood, legitimate, loving, and reasonable?
Proverbs 23:23, Ephesians 4:25

Forgive

Have you forgiven the other person in your heart and before God? Are you prepared to grant them forgiveness if they confess and repent to you? Can you honestly pray prayers like these to God? "I want to forgive them as you in Christ forgave me." "I want to see them with your eyes of grace and mercy." "Help me renew my mind; I don't want to keep reliving the offense." "Help me to never speak inappropriately to the person or others about the offense." "Please bless them with your love."
Ephesians 4:31-32; Proverbs 17:9; Colossians 3:13; Philippians 4:8; Matthew 6:14-15, 18:35

Question your role

Are you the most appropriate person to approach the other party? If you are not, who may be?
Proverbs 26:17, Matthew 7:12

Evaluate

If you can overlook a personal offense, you may decide not to bring it up. But consider how serious the offense might be. How might the person or other people be negatively affected by those words or behavior? Is it harmful to the name of Christ or the church? Is the offense clearly described as a sin in the Bible? Is it a habit or just a one-time mistake? The more serious the offense and its effects, the more you should consider talking with the person.
Proverbs 19:11, 1 Peter 4:8, Colossians 3:12-14, Galatians 6:1-2, James 5:19-20, Titus 1:7-9, Matthew 18:15, Philippians 2:2-4

Seek appropriate counsel (optional)

How might a wise and impartial person help you process your role more thoroughly?
Proverbs 1:5, 12:15, 19:20

Consider your responsibility

What are the real or potential consequences for you, the other party, and for others if you don't talk with them?
Galatians 6:1-2, Leviticus 19:17-18, Hebrews 10:24

Judge rightly

Have you pre-judged or made premature conclusions? Are you partial toward any of the parties? Have you either denied or exaggerated the truth about any legitimate offenses?
Proverbs 17:15, 18:17; Leviticus 19:15; 1 Timothy 5:21; John 7:24; Matthew 7:1-2

Search your heart

Ask God to reveal your motives to you. How can you describe in biblical terms your motive for choosing to either talk or not talk with the other person? Do not go in anger, to shame the other person, or just to clear your own conscience. Do not let unfounded fear, your pride, or lack of love keep you from talking with them.
Psalm 139:23-24

Prepare with love

If you decide to talk with the person, how would you want to be approached if you were in their place? Review your plan and motive for going.
Matthew 7:12, Galatians 6:1, Proverbs 25:8-10, Philippians 2:2-4

Analyze

29

Slide 30

Analyze: reframing conflicts as unequal or unmet expectations

①

Describe the problem objectively

What happened?

- words
- actions
- inactions
- reactions

②

Identify expectations


What did I expect them:

- to do?
- to say?
- not to do?
- not to say?

③

Question expectations

Are these expectations CLLR:



30

The “One Others”

God's expectations for all believers to one another

- **Be at peace** with one another (Mark 9:50b)
- **Love** one another (John 13:34)
- **Be devoted** to one another (Romans 12:10a)
- **Honor** one another (Romans 12:10b)
- **Live in harmony** with one another (Romans 12:16)
- **Do not pass judgment** on one another (Romans 14:13)
- **Accept** one another (Romans 15:7)
- **Teach** one another (Colossians 3:16)
- **Admonish** one another (Colossians 3:16)
- **Exhort** one another (Hebrews 10:25)
- **Serve** one another (Galatians 5:13)
- **Bear** one another's **burdens** (Galatians 6:2)
- **Forebear (put up with)** one another, in humility (Ephesians 4:2)
- **Be kind and compassionate** to one another (Ephesians 4:32)
- **Forgive** one another (Ephesians 4:32, Colossians 3:13)
- **Submit** to one another (Ephesians 5:21)
- **Don't lie** to one another (Colossians 3:9)
- **Comfort** one another (1 Thessalonians 4:18)
- **Build up** each other (1 Thessalonians 5:11)
- **Don't speak evil** of one another (James 4:11)
- **Don't grumble** against each other (James 5:9)
- **Confess your faults** to one another (James 5:16)
- **Pray** for one another (James 5:16)
- **Have fellowship** with one another (1 John 1:7)
- **Encourage** each other (1 Thessalonians 4:18)
- **Seek to do good** to one another (1 Thessalonians 5:15)
- **Do not provoke** one another (Galatians 5:26)
- **Regard one another as more important than yourselves**; do not merely look out for your own personal interests, but also for the interests of others. (Philippians 2:3-4)

Step One: *Define the goal of peace*

*** *Individuals only*

Step Two: *Reframe the conflict into terms of unmet expectations*

Two Dimensions : *Vertical and Horizontal*

Stage 1

Vertical:

Repent to God



Stage 1

Vertical:

Forgive before God



Two Dimensions : *Vertical and Horizontal*

Stage 2

Horizontal:

Repent to the offended



Stage 2

Horizontal:

Grant forgiveness



Step One: *Embrace the goal of peace*
**** Individuals only*

Step Two: *Reframe the conflict into terms of unmet expectations*

Step Three: *Seek peace from the Prince of Peace, and then honor Him through obedience*

35

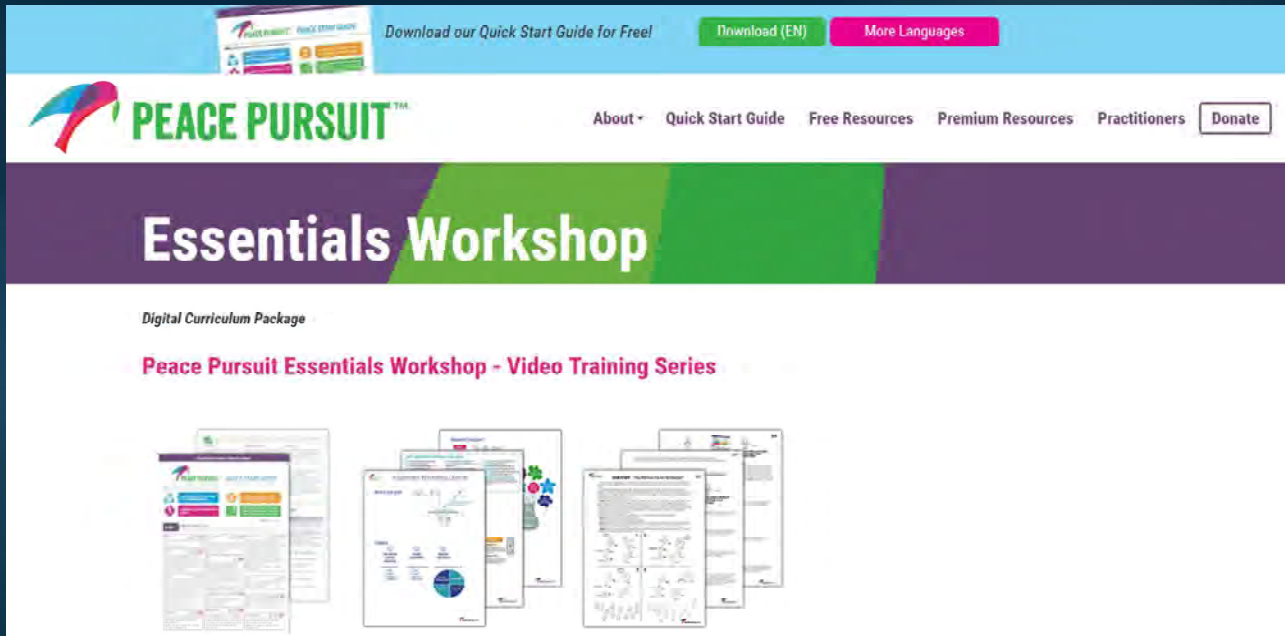
A faith-based internal locus of control provides unhindered access to peace and contentment in any and every circumstance. (2 Thessalonians 3:16, Philippians 4:11-13)

How is Peace Pursuit different than other practices?

What might happen if everyone on a team/staff started using Peace Pursuit whenever conflicts occur?

36

Resources at PeacePursuit.org



Contact Information and Follow Up

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