



GARDEN of AYDEN

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INSTRUCTIONS: Instructions: Review the following triggers and note any keywords that resonate with you—whether it's a person, thought, or event. Recognizing and understanding these triggers can be a crucial step toward resolving conflicts. Conflicts often arise from task-based or relational issues. Task-based conflicts tend to be productive, while relationship-based conflicts are usually destructive. However, conflicts are often complex and multifaceted, without a single identifiable source.

PRACTICE MAKES PERFECT

Here is a list of 75 reasons for conflict, categorized to help you identify and address unresolved issues:

TASK-RELATED CAUSES

1. Competing goals
2. Incompatible interests
3. Differing principles
4. Incongruent values
5. Disagreement about strategy
6. Disagreement about execution
7. Diverse perspectives
8. Lack of focus
9. Unclear objectives
10. Poor planning
11. Missed deadlines

EXTERNAL INFLUENCES

12. Struggle for resources
13. Limited resources
14. A failing project
15. Win-lose scenarios
16. Disgruntled customers
17. Budget allocations
18. Lack of information
19. Interdependence
20. Ineffective processes

EMOTIONAL TRIGGERS

21. Mixed feelings
22. Expectations
23. Prejudices
24. Perception of injustice
25. Jealousy
26. Retaliation
27. Anger
28. Nonverbal signals triggering "fight or flight"
29. Stress build-up
30. Burnout
31. Fear
32. Power dynamics
33. Harsh feedback
34. Feeling unappreciated
35. Lack of trust
36. Distrust
37. Dissatisfaction
38. Feeling judged
39. Being isolated

BEHAVIOURAL ANTECEDENTS

40. Miscommunication
41. Risk-aversion
42. Self-centeredness
43. Sarcasm
44. Competitive culture
45. Competitive personality
46. Demeaning language
47. Patronizing language
48. Condescending language
49. Undermining expertise
50. Arrogance
51. Assumptions
52. Complacency
53. Hostility
54. Passive-aggressive behaviour
55. Avoiding conflict
56. Perfectionism
57. Inconsiderate behaviour
58. Abusing authority
59. Desire to be "right"
60. Overdependence on others
61. Blaming or pointing fingers
62. Power struggles
63. Interrupting
64. Accusing
65. Rudeness
66. Unreliable behaviour
67. Failing to share credit
68. Micromanaging
69. Incompetence
70. Complaining
71. Slow to adapt
72. Not walking the talk
73. Questioning others' motives
74. Assuming the worst of others
75. Assuming the best of self

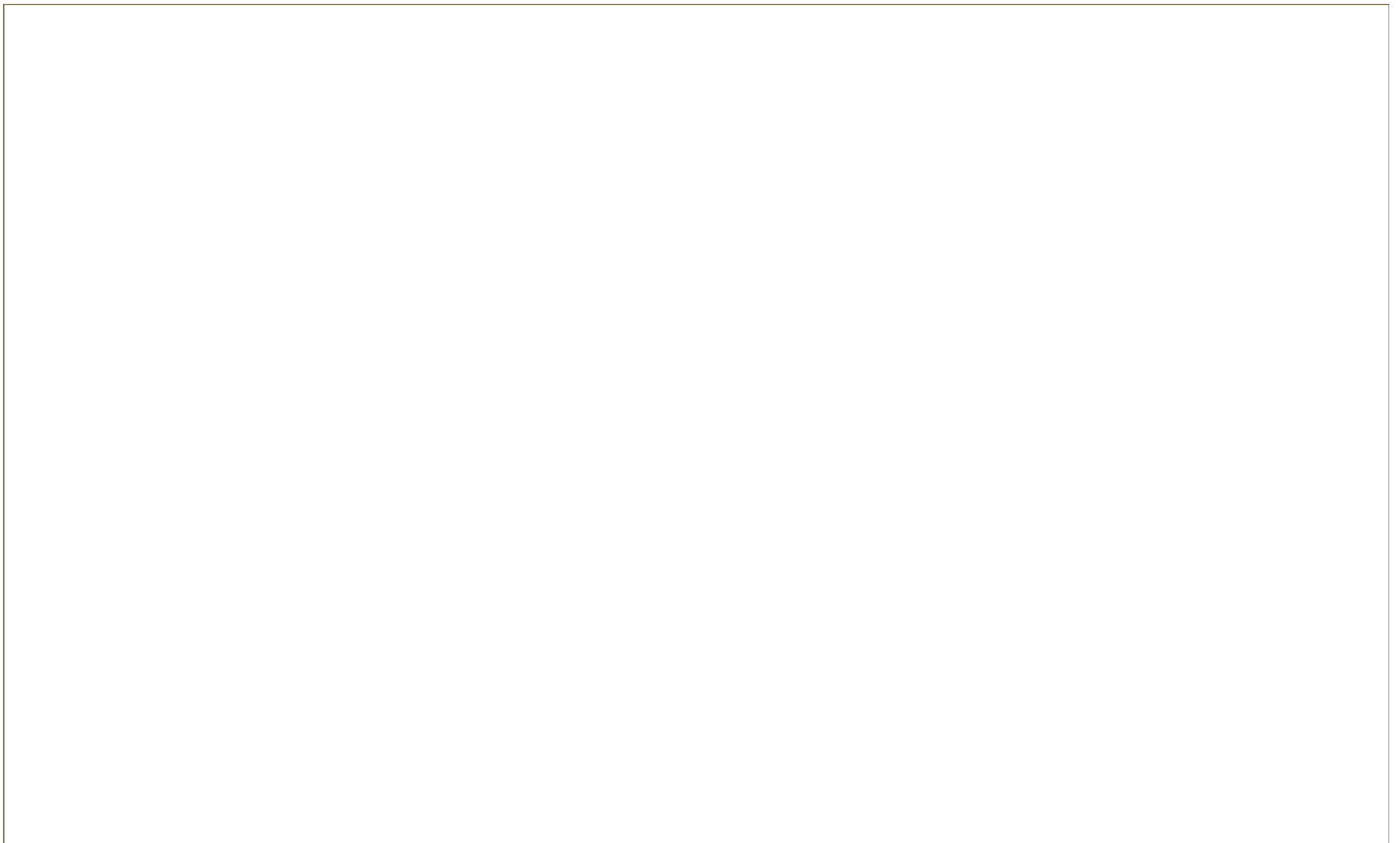
Reflective Questions

- Which of these triggers affect you personally?

- What irritates you?

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- Which causes of conflict are most common in your family?

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- Which of these are common at work or among your friends?