

# Conflict Resolution Wheel

**Title:** *From Tension to Understanding: A Practical Tool for Families, Youth & Teams*

**Format:** Downloadable PDF (1-page visual wheel + 1-page guide)

## Introduction

Conflict is a part of life—but unresolved conflict damages relationships. Whether in families, friendships, classrooms, or teams, this **Conflict Resolution Wheel** offers a simple, repeatable way to approach tough conversations with clarity, empathy, and purpose.

**"You don't avoid conflict by staying silent—you resolve it by speaking wisely."**

— Alfred Esene

## How to Use the Wheel

The wheel is divided into 4 main zones, guiding users through a healthy resolution process:

### Zone 1: Recognize

**Acknowledge what's happening. Pause. Reflect.**

Ask yourself:

- What am I feeling right now?
- What triggered this conflict?
- What do I really want from this situation?

### Zone 2: Express Respectfully

**Use "I" statements to express, not attack.**

Try these phrases:

- "I feel \_\_\_\_ when \_\_\_\_ because \_\_\_\_."
- "What I need right now is \_\_\_\_."
- "Can we talk about this when we're both calm?"

*Tip:* Avoid blaming. Focus on your feelings and needs.

### Zone 3: Listen to Understand

**Seek to hear before being heard.**

Practice these habits:

- Stay quiet while the other person speaks
- Repeat what you heard: “So you’re saying...”
- Ask, “Is there more you want me to understand?”

*Tip:* Don’t interrupt—even if you disagree.

## **Zone 4: Find a Way Forward**

**Look for solutions that respect both sides.**

Try one of these:

- “What can we both agree on?”
- “What can I do differently next time?”
- “Let’s write down 1 thing we’ll each do moving forward.”

*Tip:* Focus on rebuilding trust, not just solving problems.

## **Printable Visual Wheel (Separate Page)**

The downloadable file will include a colorful wheel diagram showing:

1. Recognize
2. Express
3. Listen
4. Resolve

In the center:

**“The goal is not to win the argument—but to heal the relationship.”**

## **Who This Is For**

- Parents & teens in conflict
- Couples or siblings working through tension
- Youth programs & peer mediation
- Small groups, coaching, or leadership development

## **Final Encouragement**

Conflict is uncomfortable—but it’s also an opportunity for deeper connection, growth, and healing.

**“Resolution isn’t about being right—it’s about being real, respectful, and ready to grow.”**  
— From all of us at **WMIH**