

Conflict Transformation
OFFER: A Simple Outline for Communities

Observations

- A) Why you matter to me—our relationship matters to me
- B) What I noticed—Is this what you noticed? (Just the “facts” of what we saw)

Feelings

- A) What I was feeling—and the desire beneath. Would you share what you heard me say about my feeling and desire?
- B) What you were feeling—and the desire beneath. Here is what I heard you say about your feeling and desire.

Findings

- A) Lord, what else do you want me and us to see and understand about this? (Set time to listen together, then share)
- B) Lord, what forgiveness, if any, do I need to receive in this? In what ways may I have caused harm?

Encouragements

- A) Proposals for making amends as appropriate. Actions I want to take.
- B) Appreciation for openness to work through.

Reflections

- A) What I have learned from this experience
- B) What I and we will do differently