

Conflict Resolution And Anger Management Control



Stress

Stress happens to all of us -- deadlines, conflicting demands, constant interruptions, financial pressures, our kids, other people's kids, and often the unpredictable actions of the people who work with us who are also suffering from stress.

Stress is merely a load on the system -- anything that gets our hearts going and our breathing rate up.

Stress, like exercise, can make us stronger if we take it in regular, increasing doses, but if stress is allowed to take over our lives, then it can affect our personal physical health and could even lead to a fatal heart attack.

Many men who batter their wives use anger as an excuse for their abuse, much as they blame alcohol, stress, or other individuals.

Communication in Management

Communication in management is a vital part of running a successful company.

Communication involves more than the words that come out of your mouth; good communication in management involves managers talking to their workers on an equal basis and finding out what problems the worker might be experiencing (either personal or to do with them doing their job efficiently), and trying to find a good compromising solution.

Heavy-handed management that doesn't consider the workers' problems will inevitably result in a badly run company, low morale, and bad customer relations.

Communication enhancement and anger or stress management techniques are often used especially in Japanese firms in order to control anger.



Relationships

The key to a successful relationship lies in communication.

Anger destroys relationships, leads to violence against others and ourselves, makes us depressed, and generates chemicals that eat away at us at the cellular level.

For a good relationship, we need to control the effects of anger on our finances, our health, our relationships, our work, the way we drive, the way we react to our children and pet s, and the way that we react to authorities, people in customer support areas, Doctors, teachers, etc.

If you need medical attention, GET IT, otherwise you jeopardise your mental health, your physical health, your relationships and your life by your anger.

We may not be able to change our mental capacity and personality but everyone can learn good communication skills to improve the way they get along in all relationships, not just marital type ones.

Often relationships fall apart due to things people say to each other in anger.

Conflict resolution is such an important issue that organisations exist, whose sole function is to provide training in conflict resolution.

Conflict resolution is about teaching people new ways to work through and resolve disputes that don't involve violence, and is an immediate priority for many organisations today.

Conflict resolution is being used with increasing frequency to supplement, and in some cases, supplant traditional decision-making processes at all levels of government.

Conflict resolution is tricky because from the very beginning it takes setting aside the ego and listening to the other party, which does not usually come naturally to most of us.

Conflict resolution is a very important topic under the key knowledge area of Human Resource Management in Project Management.

Conflict resolution is a skill based in good communication practices and an understanding of interpersonal dynamics, therefore, successful implementation of conflict resolution policies and procedures is often contingent on providing supervisors with appropriate training and coaching on the policy, procedures and interpersonal skills.

Anger Control

The behavioural skills promoted by anger control include: Arousal reduction, Communication enhancement, Problem-solving

Anger control is designed to make the individual more aware of this process and enable him or her to intervene in it. Anger control no doubt contributes to the redirection or reduction of anger and of aggression in many individuals. However, anger control fails to account for the premeditated controlling behaviours associated with abuse.

Anger control is often misrepresented as a quick-fix solution that may endanger battered women. However it tends to consider the abuse from the psychological point of view rather than accept the more uncomfortable task of confronting the economic, social and political injustices that perpetuate the problem.

Anger control is possible once you decide you want to control the anger and not let it control you.

Anger Treatment

Cognitive behavioural treatment is sometimes used to try and overcome severe anger in posttraumatic stress disorder cases. The cognitive aspect is therefore emphasised in treatment, as is improved assertiveness and communication skills. Arousal reduction uses stress management techniques such as progressive relaxation exercises and calming visualisations.

Conclusion

95% of the time, anger makes things worse instead of better. Thus some of the benefits of anger control are:

You will be able to calmly handle stressful situations that otherwise would put you "over the edge". You'll be happier and more relaxed at home, at work and whilst driving. Your health will improve, as well as your relationships. A person you love could have been badly hurt if your anger had got out of control.



Whether it involves talking with your teen about sex or drugs, your spouse about finances or housework, or your employee about attendance or performance issues, the prospect of initiating a difficult discussion is daunting to many, if not most, people. Mix in the tendency to procrastinate tackling unpleasant tasks, then feeling guilty about putting something so important off, and you can wind up feeling even more miserable and anxious about the impending conversation. You might even lose sleep over it.

Initiating such a discussion doesn't have to be nearly so painful. With the proper mindset and some preparation, you can learn to handle even the most difficult topic with ease and confidence. The following tips will enable you to do just that.

1. Realise that by having the discussion, your goal is to benefit others as well as yourself. Whether or not he shows it, your teen will most likely appreciate that you care enough to talk to him about things that concern or matter to you. In the case of the employee with the performance issue, she will have an opportunity to correct or improve on it, or face consequences. In either event, the other members on your team will certainly appreciate that you took steps to address the situation, because they will see the poor performer either stepping up to the plate or terminated.

2. Focus on the possible positive outcomes of having the discussion sooner rather than later. The employee's performance could most certainly improve. Or you may have the opportunity to replace a poor performer with someone more willing and able to do the work and follow company or departmental policies. Either way, the performance of your team as a whole will benefit, which will be a positive reflection on your own performance.

3. Prepare for any possible reaction to the discussion. Have contingency plans for handling any behaviour or response to what you have to say, whether it be anger, denial, silence or disbelief. Knowing in advance exactly how you will deal with any of these will give you the confidence you need to proceed. Understand that you cannot control a person's reaction, and in many cases you cannot predict it either. But you can always prepare for any possibility.

4. If the topic for discussion is an especially difficult one for you, have a reward planned for yourself when you complete it. Take a half day off to do something you enjoy, or treat yourself to something you ordinarily would not. After all, you just accomplished something that doesn't come easily for you. You deserve something special.

Following these tips will not make handling difficult discussions any more fun, by any means, but doing so when the necessity arises will make you a better and more competent communicator, manager, parent and/or spouse. And who wouldn't benefit from that?

If you are experiencing staff issues that are impacting the performance of your business
– please call us today to speak to one of our HR specialists.