

# Conflict Resolution

Quotes from Conference Approved Literature

“Although greater unity was the original goal, there was not always unanimity along the way, throughout Al-Anon’s history. Inevitable, some members and groups found themselves in disagreement--or in conflict--with the fellowship-wide group conscience.”

From Many Voices One Journey

(4) p 2

“I learned through Al-Anon service that part of being self-supporting in a relationship meant addressing problems and resolving conflict. I began to ask myself how I could honestly sponsor someone else if I couldn't resolve conflicts I had with my own Sponsor. When the next problem with my Sponsor arose, I prepared myself by praying, taking an inventory, reasoning it out with another member, and then addressing the conflict with my Sponsor.”

Many Voices One Journey

(4) p. 272

“...Like the Knowledge-Based Decision-Making process, conflict resolution techniques help members detach from an adversarial approach. It encourages open discussion instead of competitive debate.” (4) p.270



Many Voices, One Journey

(4) p. 270

“Coming from homes affected by alcoholism, many of us have a great fear of conflict. Practicing the Traditions among ourselves helps us learn how to work through disagreements to a mutually satisfying solution as well as how to stay out of situations that are not our business”

Paths to Recovery

(5) p. 222

“Conflict is minimized when we focus on our common problems and solutions and avoid divisive struggles over outside issues. This reinforces our primary purpose and gives us time to take care of ourselves.”



Paths to Recovery

(5) p. 222

“To find the courage to speak up when needed, the maturity to keep silent when I feel like attacking and the ability truly to listen to the other person’s point of view all bring about the harmony and spiritual growth offered in Concept Four.”



Paths to Recovery

(5) P. 274

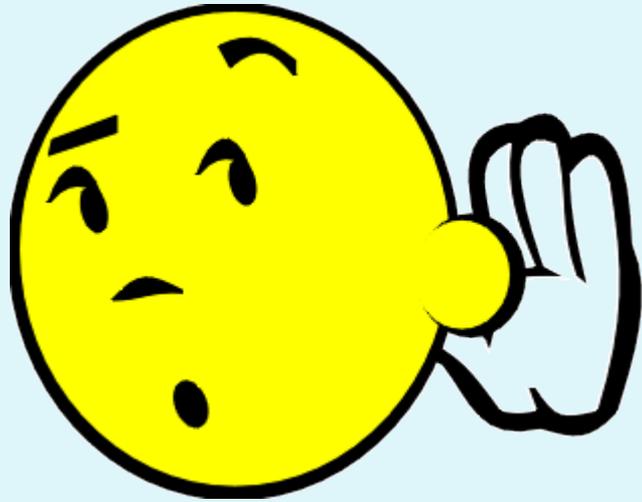
“Before coming into recovery, all of my relationships were a struggle. They all involved conflict in some form or another. Usually the conflict stemmed from my desire to control and the other person’s desire for personal freedom.”



## Discovering Choices

(2) p. 309

“By actively listening with an open mind to everyone and by withholding judgment until we have had an informed discussion, we learn reasonable ways to avoid or resolve conflict.”



How Al-Anon Works

(3) p. 109

“When provoked, many of us have found that responding with ‘You may be right’, ‘Thank you for your opinion---I’ll consider that’, or ‘I’ll pray about that’ have far more positive results than reacting with denial, defensiveness, or recrimination.”

How AI-Anon Works

(3) p. 119

“While many of us discover for the first time that we actually have opinions of our own, we also realize that everyone else has just as much right to their opinions as we do to ours.”



How Al-Anon Works

(3) p. 119

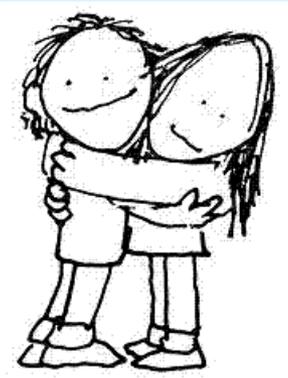
“Certainly I make choices that harm others and call for making amends. But sometimes a choice that is right for me may be uncomfortable or even unacceptable to others. Other people’s expectations are not my responsibility unless I have helped create them. I can remind myself that conflict is part of life.”

Courage To Change

(1) p. 101

“I thought that in every conflict, in every confrontation, someone was invariably at fault. It was essential to assign blame and I would stew for hours weighing the evidence. I became a chronic scorekeeper. Because I approached every situation with this attitude, I was consumed by guilt and anger. Defensive and anxious, I made sure my own back was always covered. “

..”Today I know that conflict is not necessarily an indication that someone is wrong. Difficulties may just arise. Sometimes people simply disagree.”



Courage To Change

(1) p.189

“Maybe we need many points of view in order to understand life more fully; after all, no one person’s view is totally complete. So when my partner, my child, my employer, or an Al-Anon friend takes a position unlike my own, I have a choice. I can assume that one of us is wrong and defend myself, or I can be grateful for the chance to see that there are countless ways of looking at life. An abundance of wisdom is available if I keep an open mind.”

Courage To Change

(1) p.362

“A big step in recovery for me was applying Tradition Four to my personal life. I realized that I could have opinions, likes, and dislikes that were different from those of others. ...When I stopped trying to direct and control others, I was able to interact with a variety of people and form relationships that had more depth. I began to respect people for who they were as individuals.”

Reaching For Personal Freedom

(6) p.84

“Before coming to Al-Anon, if I liked you, I could agree with you and support you. If I didn’t like you, not only would I not agree with you, I would find fault with you as well. Staying true to my primary purpose keeps me focused on what’s really important.”



Reaching For Personal Freedom

(6) p.92

“When I do not offer my unsolicited opinions to others, I avoid petty arguments, heated discussions, and upsetting conversations. If I listen, detach, and move on with my own affairs, my life is much simpler and more serene. If I hear something that I consider questionable, I am reminded that I can have a private thought without unnecessarily voicing my opinion. Knowing that others can have their own ideas on certain issues frees me up to have mind.”

Reaching For Personal Freedom

(6) p.107

“As we learn to detach from the conflicts and issues related to personalities, we can find greater peace of mind. Listening more intently to the will of a Higher Power helps us open ourselves to higher levels of serenity and personal fulfillment.”



Reaching For Personal Freedom

(6) p. 117

“Concept Five has taught me that, in addition to learning that I have a right to speak up, I have a duty to listen to others and “Keep and Open Mind.” I don’t always agree with someone else’s opinion, but I do my best to consider it fairly and objectively. I have also learned to appreciate the phrase, “You may be right.” “



Reaching For Personal Freedom

(6) p. 139

“I recently asked in a discussion, “Is there anything else you would like to share on that perspective so we can better understand your point of view?” Because I was able to ask that question, I felt great. The other person responded in amazement. She went on to elaborate, and was not hostile or confrontational. Despite a different and somewhat negative point of view, the discussion was not uncomfortable. “

Reaching For Personal Freedom

(6) p.143

Group Conscience: “Shared experience, strength, and hope are the best way to arrive at an informed group conscience decision. When conflict arises, our goal is to arrive at a resolution in an informed, loving manner. By keeping it simple through talking to each other and reasoning things out, we can use AI-anon principles to help resolve conflicts. “  
(7)



Talk To Each Other

(7)

“With my Higher Power’s help, I’m learning to be more compassionate, to speak up when I have a dissenting view, and to maintain my own “me”. I can see progress coming full circle from my unhealthy childhood’s “we” to our program’s healthier “we”.“ P.9

The Forum: November 2013

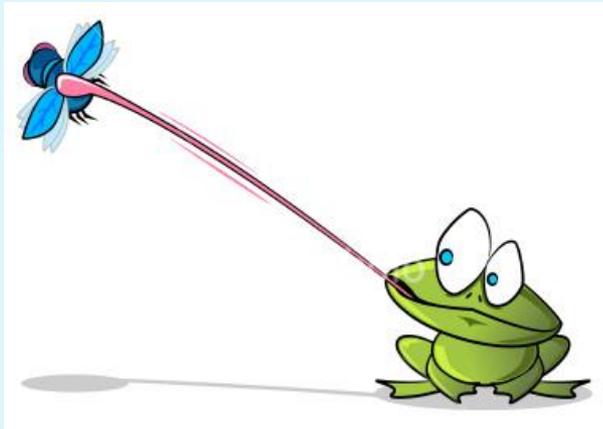
“Learning to change the things I can, such as my behavior, makes my life more peaceful.”



Living Today In Alateen

p.32

“If I can remember that words can’t be taken back and that every comment made isn’t an attack, I can avoid unnecessary conflict”



Living Today in Alateen

p. 141

“Is what I’m fighting  
about really worth  
the cost?”



Living Today in Alateen

p. 352

“Letting Go and Letting  
God is a way of achieving  
peace of mind after we  
have done everything  
possible about a  
particular problem”



Alateen – Hope For Children of Alcoholics

p. 48



“Talk to each other, reason things out with someone else, but let there be no gossip or criticism of one another. Instead, let the understanding, love, and peace of the program grow in you one day at a time.”

“When the behavior of any member impacts the group, members apply the Traditions to the problem, and determine how best to approach the individual(s) involved, to ask the member to change the behavior in question. This can be an exercise in applying Al-Anon principles so that the message is not a personal attack, but rather a request based on what is best for the Al-Anon group.

## Our Three Legacies

The threefold guides of Al-Anon point the way to a normal, useful life for the individual. They are also a framework within which the groups can carry on their affairs in harmony.

Recovery

Unity

Service

Through the Steps

Through the Traditions

Through the Concepts

Al-Anon / Alateen Service Manual