

## Questions to Analyze a Conflict

1. Is this a disagreement, conflict, or harm? Have I tried to address a similar issue with this person or organization in the past? Is this part of a pattern of behavior or abuse?
2. What system(s) of oppression or harm is this perpetuating?
3. What are the power dynamics at play?
4. Does this hurt/activate a past harm for me? What happened then, and how have I worked through it personally? What is my instinct or pattern of response?
5. How does this relate to my expectations of this person or this organization? Are these reasonable expectations: were they explicit and consensual?
6. What is this person directly responsible for / what of this issue is within their locus of control? Is there anyone else who should be part of this conversation?
7. What did I need when this happened? What do I need now?
8. What did I need to prevent this? Are there institutional policies / protocols, or community norms that contributed to this, or could be shifted to prevent this in the future?
9. What is my point of intervention? Will I contact them directly, how? Do I need a support person? Should this be mediated? Is there anyone else that should be informed of this or involved in addressing it?
10. How will I know this is resolved?

**Get practice with these steps & learn more at the [Conflict Analysis Retreat](#)**