



MOSAIC MENTAL HEALTH TIPS

The Official EAP Newsletter from Mosaic Counseling



Conflict Resolution: Resolving arguments in a healthy way

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Conflict exists in all relationships. By conflict, we specifically mean verbal disagreements and arguments. People disagree sometimes, and that isn't necessarily a bad thing — you have the right to have a different opinion from your partner(s). What's important is that you communicate effectively and in a healthy way that allows you to understand each other better and make your relationship stronger.

While conflict is normal, it can also bring out the parts of your relationship that aren't working. If your conflict is based on decisions like which movie to see, who to hang out with, or who should do the dishes, use these tips to help resolve arguments in a healthy way:

ESTABLISH BOUNDARIES

Everyone deserves to be treated with respect, even during an argument. If your partner swears at you, calls you names, or ridicules you, tell them to stop. If they don't, walk away and tell them that you don't want to continue arguing right now.

FIND THE REAL ISSUE


Arguments tend to happen when one partner's wants or needs aren't being met. Try to get to the real issue behind your argument. It's possible that you or your partner are feeling insecure or like you aren't being treated respectfully, and are expressing those feelings through arguments over other things. Learn to talk about the real issue so you can avoid constant fighting that obscures the heart of the problem.

RESOLVE ARGUMENTS IN A HEALTHY WAY

 Establish
Boundaries

 Find the real
issue

 Agree to
disagree

 Compromise
when possible

 Consider it all



Mosaic Counseling

Employee Assistance Program

QUESTIONS ABOUT THE EAP? CALL OR TEXT
CHRIS CLEGG AT 906.440.3094

**YOUR USE OF THE PROGRAM IS PRIVATE AND
SO ARE YOUR QUESTIONS**



AGREE TO DISAGREE

If you and your partner can't resolve an issue, sometimes it's best to just drop it. You can't agree on everything and it's important to focus on what matters. If the issue is too important to drop and you can't agree to disagree, it may be a sign that you're not compatible.



COMPROMISE WHEN POSSIBLE

Compromise is a major part of conflict resolution and any successful relationship, but it can be hard to actually achieve. Take turns making decisions about things like what to eat for dinner, or find a middle ground that allows you both to feel satisfied with the outcome.



CONSIDER IT ALL

If the issue you're arguing over changes how you feel about each other or forces you to compromise your beliefs or morals, it's important that you stress your position. If not, consider your partner's views on the issue, why they're upset, and if compromise is appropriate. Try to contextualize your arguments to give each other room to express your feelings.

CONFLICT RESOLUTION IN UNHEALTHY RELATIONSHIPS

Conflict is normal, but your arguments shouldn't turn into personal attacks or efforts to lower the other's self-esteem. If you can't express yourself without fear of retaliation, you may be experiencing abuse. Learn more about identifying the signs of abuse and get help.

Some of the common, unjustified reasons abusive partners give for their attempts at power and control include:

- You choose to spend time with others or doing an activity instead of spending time with them.



- They checked your phone and disapprove of your texts or calls.
- They think you're cheating or untrustworthy.
- You're not ready to have sex.
- You're trying to study or work when they want your attention.

If your arguments stem from issues like these, you may be in an unhealthy relationship.

LOCAL RESOURCES ARE AVAILABLE

Depending on your situation, there are a number of resources available to help. Couples counseling is one of the most common forms of therapy, and your EAP with Mosaic Counseling will provide you and your partner free sessions with a professional to help your relationship evolve and become better partners. Other resources available in West Michigan include Every Woman's Place in Muskegon, MI (231) 722-3333, Resilience: Advocates for Ending Violence in Holland, MI (800) 848-5991, and Safe Haven Ministries in Grand Rapids, MI (616) 452-6664. All phone numbers are open 24/7 for calls and texts.

(616) 842-9160 or visit us at www.mosaiccounseling.com to schedule an EAP intake