

Approaches to conflict

Relational

Context, relationship and interpretation matter. Based on expected patterns of interaction

3rd party impartial mediator

Narrative, transformative, insight approaches.

Collectivist

Harmony and the greater good matter. Maintaining relationships using dialogue.

3rd party mediator who has the trust of the group (community member, elder)

Group mediation, healing circles, dialogue.

Individualist

Human needs matter. Based on the idea that people are rationally self-motivated.

3rd party impartial mediator

Interest-based mediation or negotiation

Socially Contractual

Laws and rules matter. Crime is in conflict with the good of society as a whole.

3rd party decision-maker

Arbitration, courts, tribunals.

