

GRAB BAGS

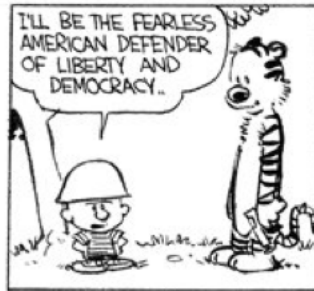
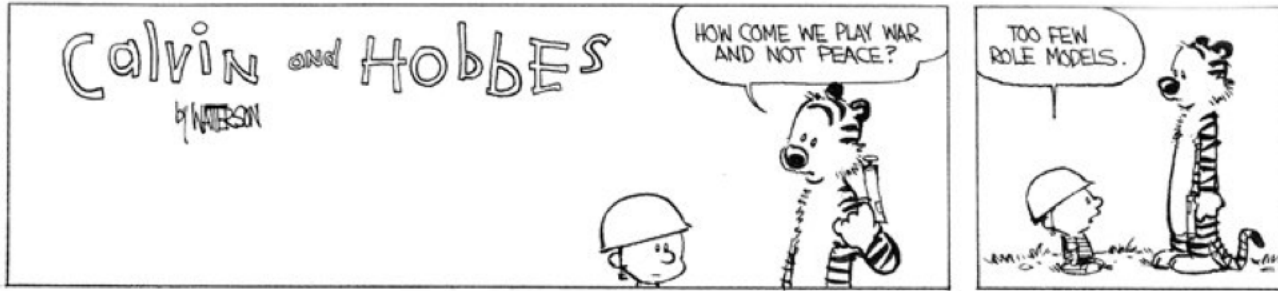
- #1 Social Capital
- #2 Social Intelligence
- #3 Listening
- #4 Identity Politics
- #5 Language/Cursing
- #6 Nonverbal Communication
- #7 Satisfying Relationships
- #8 Consummate Love
- #9 Conflict Management**
- #10 Styles of Parenting & Leadership



Bill Watterson

Styles of Responding to Conflict
Four Horses of the Apocalypse
Managing Thanksgiving with Family





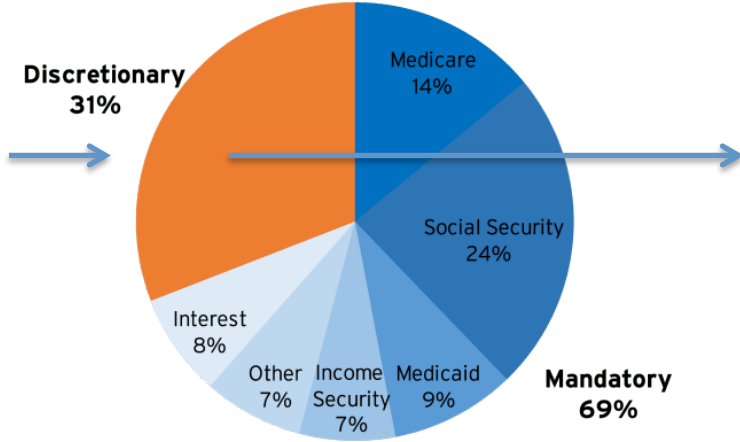
Bill Watterson



U.S. Department of War
Formed August 7, 1789

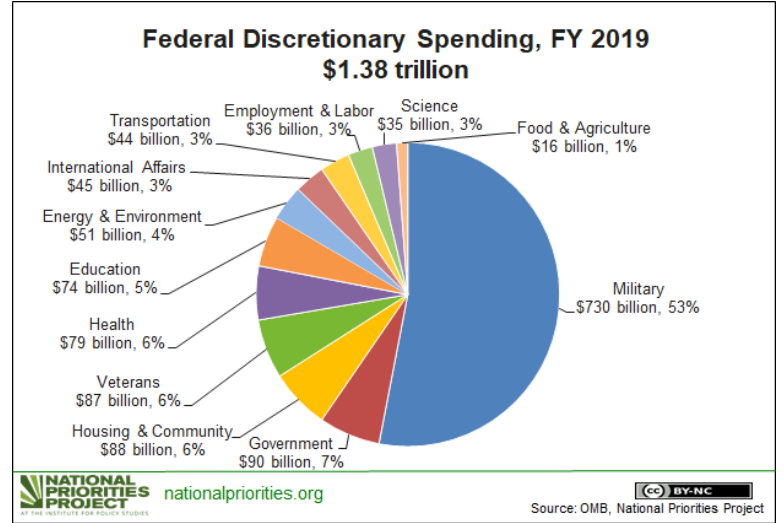
1947 through 1949, Congress adopted a series of laws renaming (and reorganizing) the American national military establishment to a more politically correct naming scheme. ... Accordingly, the Secretary of War was renamed the Secretary of Defense.

COMPOSITION OF MANDATORY SPENDING (2018)



Source: Congressional Budget Office, Haver

H Hutchins Center
on Fiscal & Monetary Policy
at BROOKINGS





The United States spends more on defense than the next seven countries combined

Defense spending (Billions of dollars)

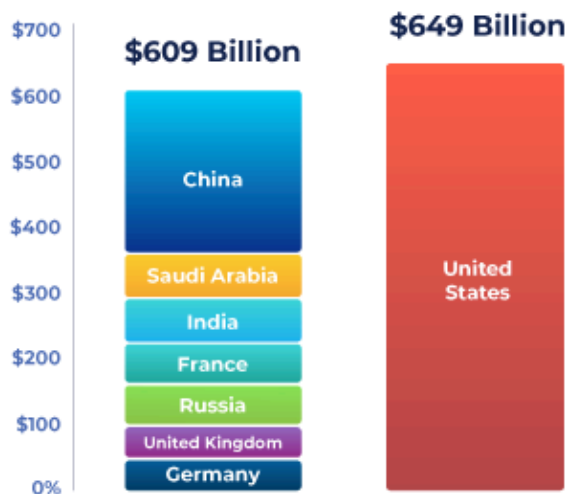
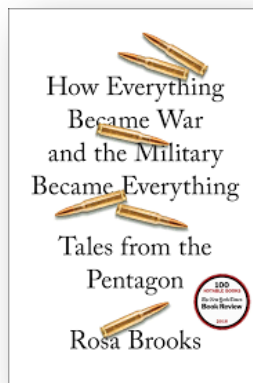


Chart: Peter G. Peterson Foundation, pgpf.org

Company name	Federal Contract	Lobbying expenses	Political campaign contributions
LOCKHEED MARTIN	\$39,707,497,950	\$15,166,845	\$2,078,705
THE BOEING COMPANY	\$20,360,498,256	\$16,180,000	\$1,835,726
GENERAL DYNAMICS	\$17,250,605,892	\$11,443,603	\$1,095,152
RAYTHEON COMPANY	\$14,071,634,067	\$7,410,000	\$1,446,837
NORTHROP GRUMMAN	\$13,588,893,467	\$12,770,000	\$1,789,745

<https://www.sdvfp.org/us-military-spending/>



ESSAYS,

L I T E R A R Y, M O R A L

AND

PHILOSOPHICAL

BY BENJAMIN RUSH, M.D.
AND PROFESSOR OF THE INSTITUTES OF
CLINICAL PRACTICE IN THE UNIVERSITY OF
PENNSYLVANIA.

SECOND EDITION, WITH ADDITIONS

STANFORD

PHILADELPHIA:

PRINTED BY THOMAS AND WILLIAM BRADFORD,
NO. 8, SOUTH FRONT STREET.

1806.

BN

THE *U.S. DEPARTMENT OF PEACE* IS A **PROPOSED** CABINET-LEVEL DEPARTMENT.

Benjamin Rush's (1793) essay, "A Plan of a Peace-Office for the United States"

Let a power be given to the Secretary to establish and maintain free schools in every city, village and township in the United States; . . . Let the youth of our country be instructed in reading, writing, and arithmetic, and in the doctrines of a religion of some kind; the Christian religion should be preferred to all others; for it belongs to this religion exclusively to teach us not only to cultivate peace with all men, but to forgive—nay more, to love our very enemies. . . .

Rush, Benjamin, M.D. (1806). "A plan of a Peace-Office for the United States". *Essays, Literary, Moral and Philosophical (2nd ed.)*. Thomas and William Bradford, Philadelphia. pp. 183–188.

The United States Institute of Peace is a national, nonpartisan, independent institute, founded by Congress and dedicated to the proposition that a world without violent conflict is possible, practical, and essential for U.S. and global security.

In conflict zones abroad, the Institute works with local partners to prevent, mitigate, and resolve violent conflict.



UNITED STATES INSTITUTE OF PEACE

Making Peace Possible

In February 2011, the House of Representatives voted to eliminate all funding for the U.S. Institute of Peace in FY 2011 continuing resolution.

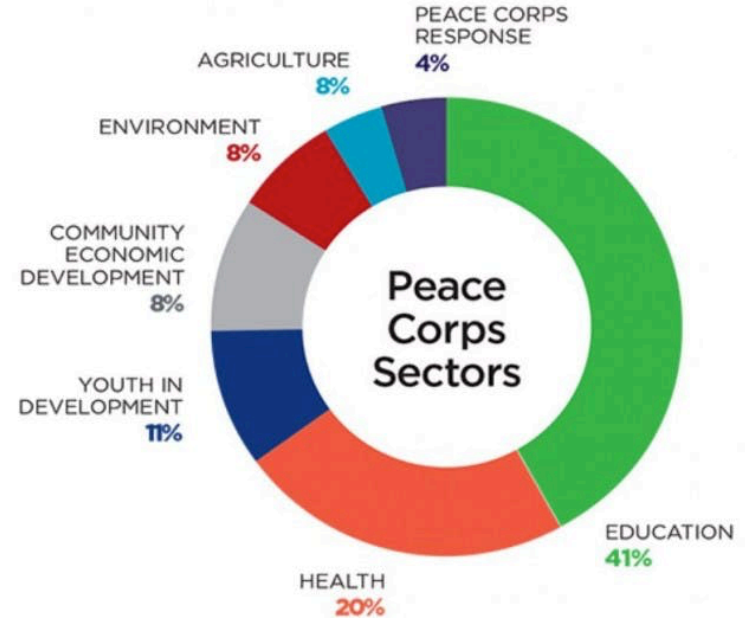
Funding for the Institute was eventually restored by both the House and Senate in April 14, 2011, through the Department of Defense and Full-Year Continuing Appropriations Act of 2011.

Budget \$37.8 million (2018)



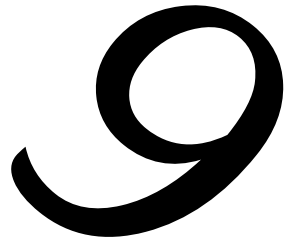
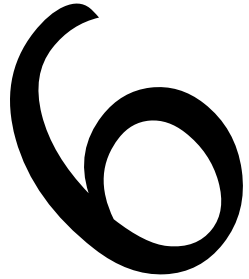
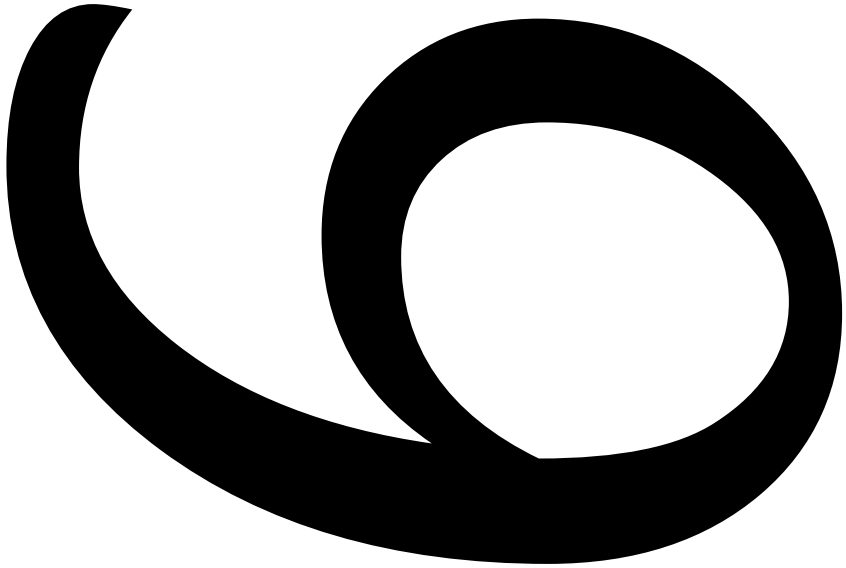
JFK Exe. Order 10924 in 1961
Peace Corps Act passed 1962

Annual budget ~\$400M



After graduating from Stanford, Joe Kennedy III spent two years in the Dominican Republic as a member of the Peace Corps before going to Harvard Law School 2009. He served in HOR from 2013-2020.







"I'm sorry, Jeannie, your answer was correct, but Kevin shouted his incorrect answer over yours, so he gets the points."

"My father used to say, 'Don't raise your voice; improve your argument.'"

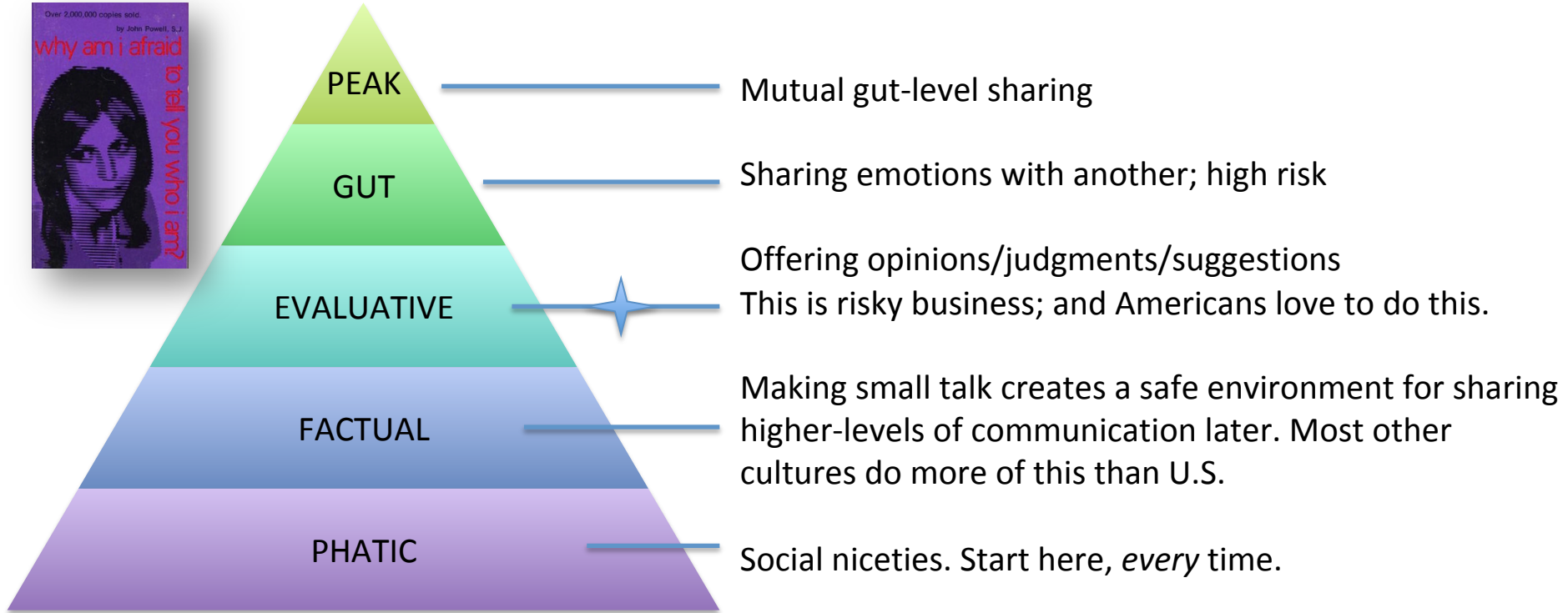
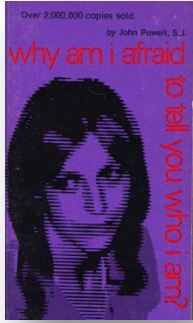
Desmond Tutu,
South African social rights activist
"The Second Nelson Mandela
Annual Lecture Address,"
Nov. 23, 2004

 ProCon.org



LEVELS OF COMMUNICATION

We are wise to disclose incrementally





CONSTRUCTIVE FIGHTING

1. Increases trust to disclose
2. Hones emotional intelligence
3. Make-up sex is good for intimacy
4. Prevents projection/enhances insight
5. Strengthens bonds



CHRONIC UNRESOLVED CONFLICT HURTS KIDS

1. Parents are role models for responding to problems
2. Climate of tension, chaos, disruption, unpredictability
 - ⌚ Hyper vigilance and anxiety
3. Kids get caught in the middle and worry about taking sides
4. Kids often feel responsible

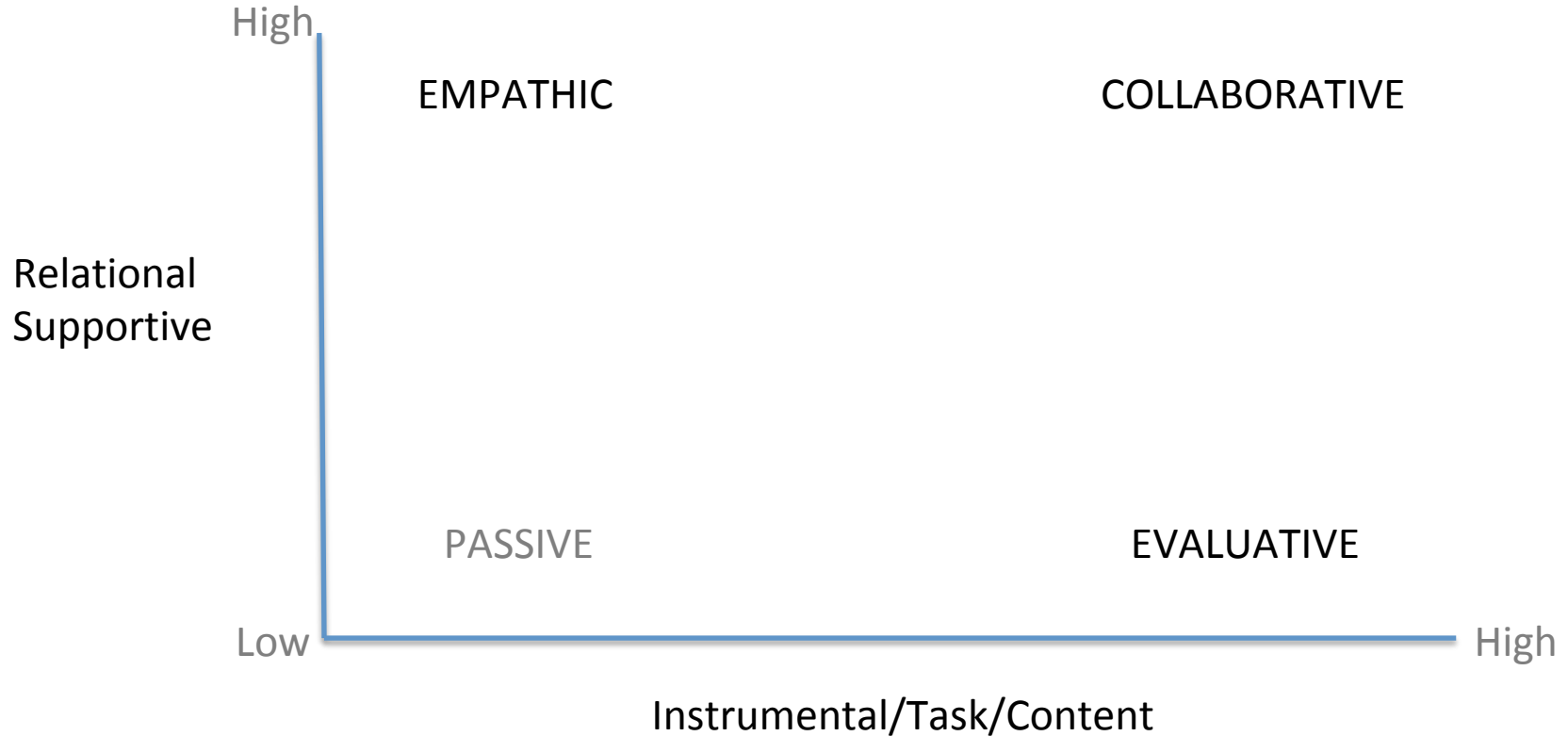
Positive Distortion TIP:

Talking about our problems is our greatest addiction.

Break the habit: TALK ABOUT YOUR JOYS.



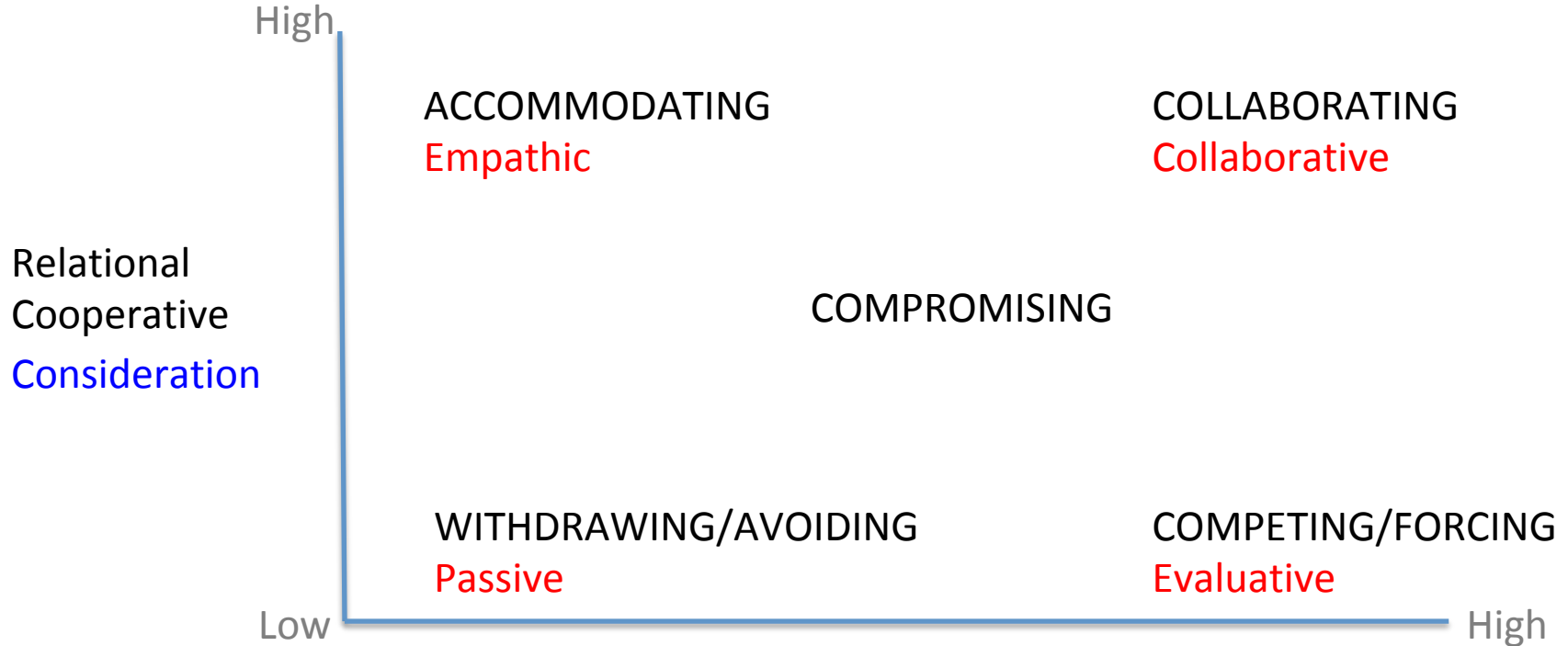
Listening Options



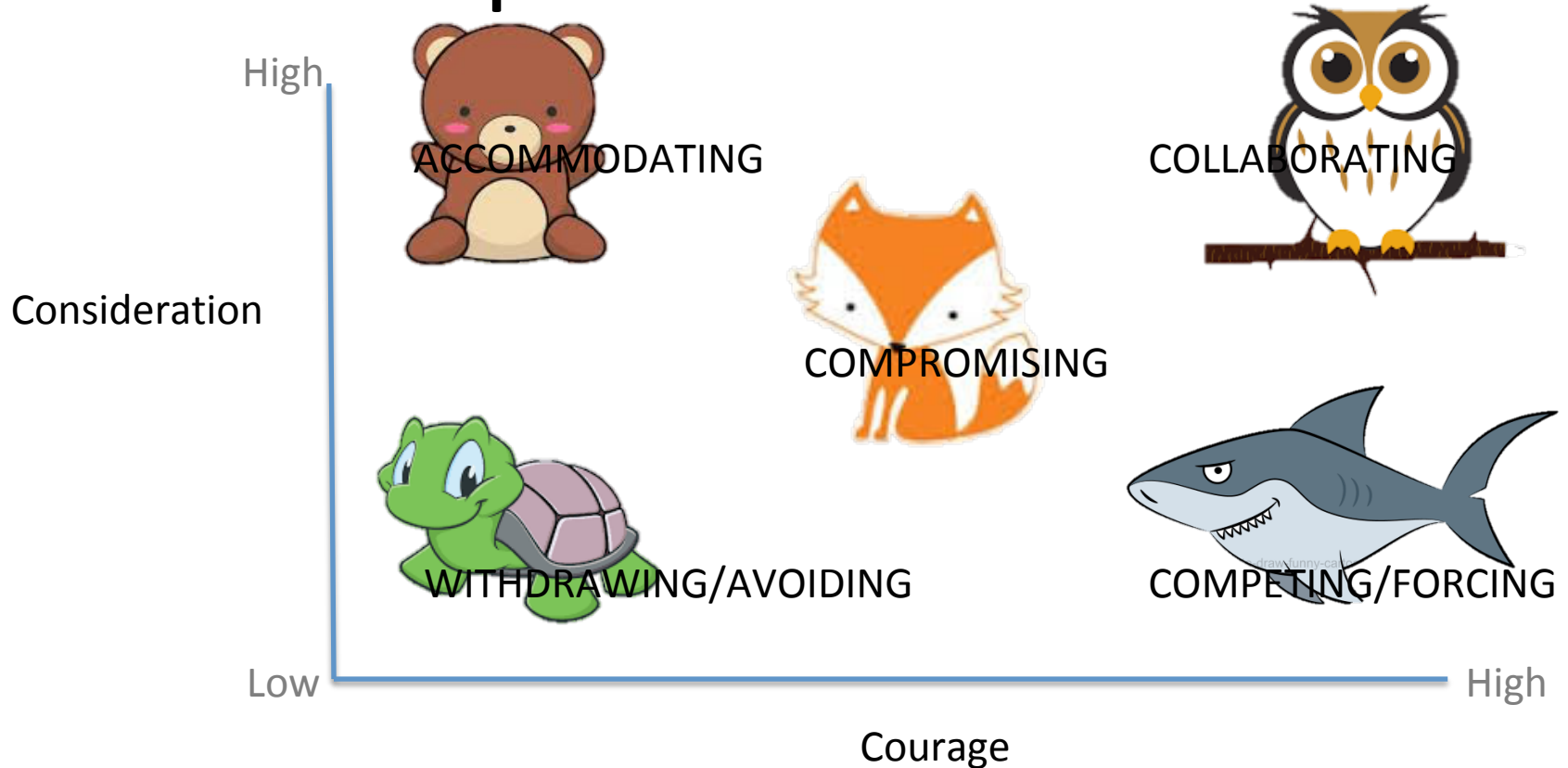
Styles of Listening

Conflict Options

Kenneth THOMAS Ralph KILMANN, 1974



Conflict Options



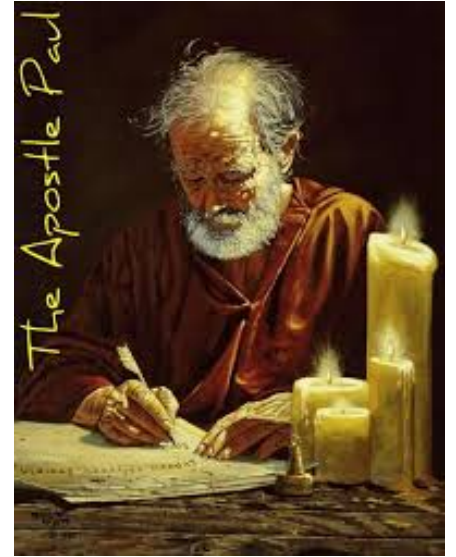
Avoiding/ Withdrawing

- If you can't say something nice...
- Stuffing anger
- Vesuvius Effect
- Chilling Effect
- Estrangement

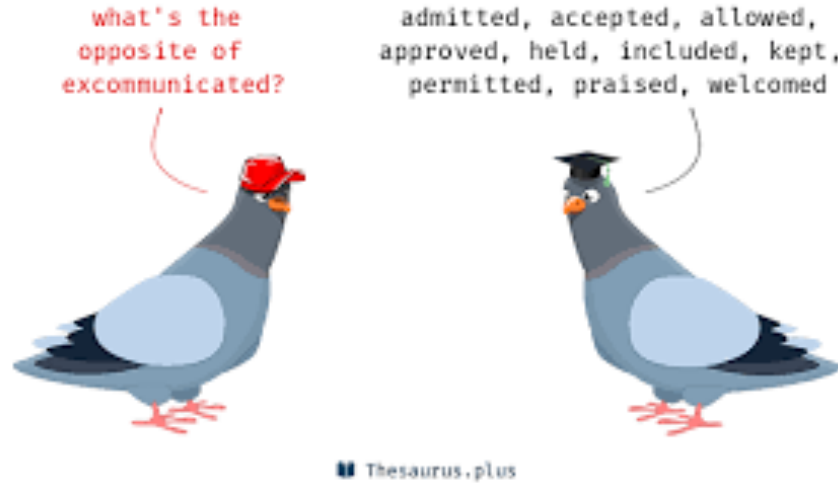


1 Corinthians 13 1

Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It is not rude, it is not self-seeking, it is not easily angered, **it keeps no record of wrongs**. Love does not delight in evil but rejoices with the truth.



EX-COMMUNICATION



University of Cambridge Centre for Family Research, Stand Alone.
Hidden Voices: Family Estrangement in Adulthood. 2015.

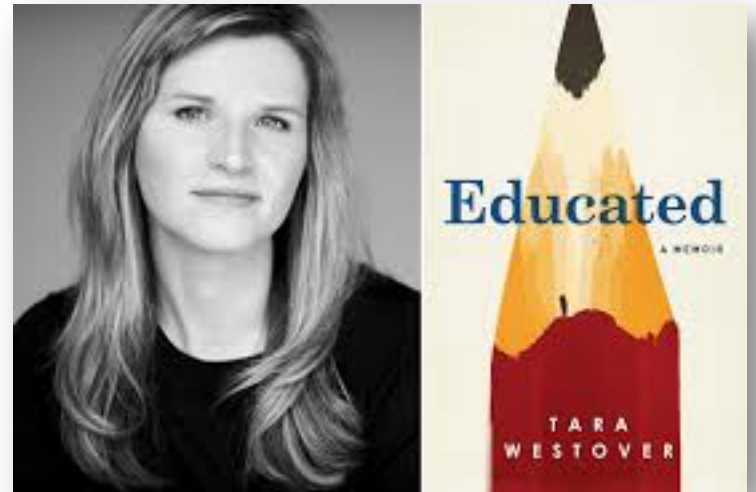
Tara Westover

Educated (2018)

This memoir describes Tara's journey from an upbringing with survivalist parents.

Tara choose to go to school –
BYU, Trinity, Cambridge (Ph.D.
history) Harvard

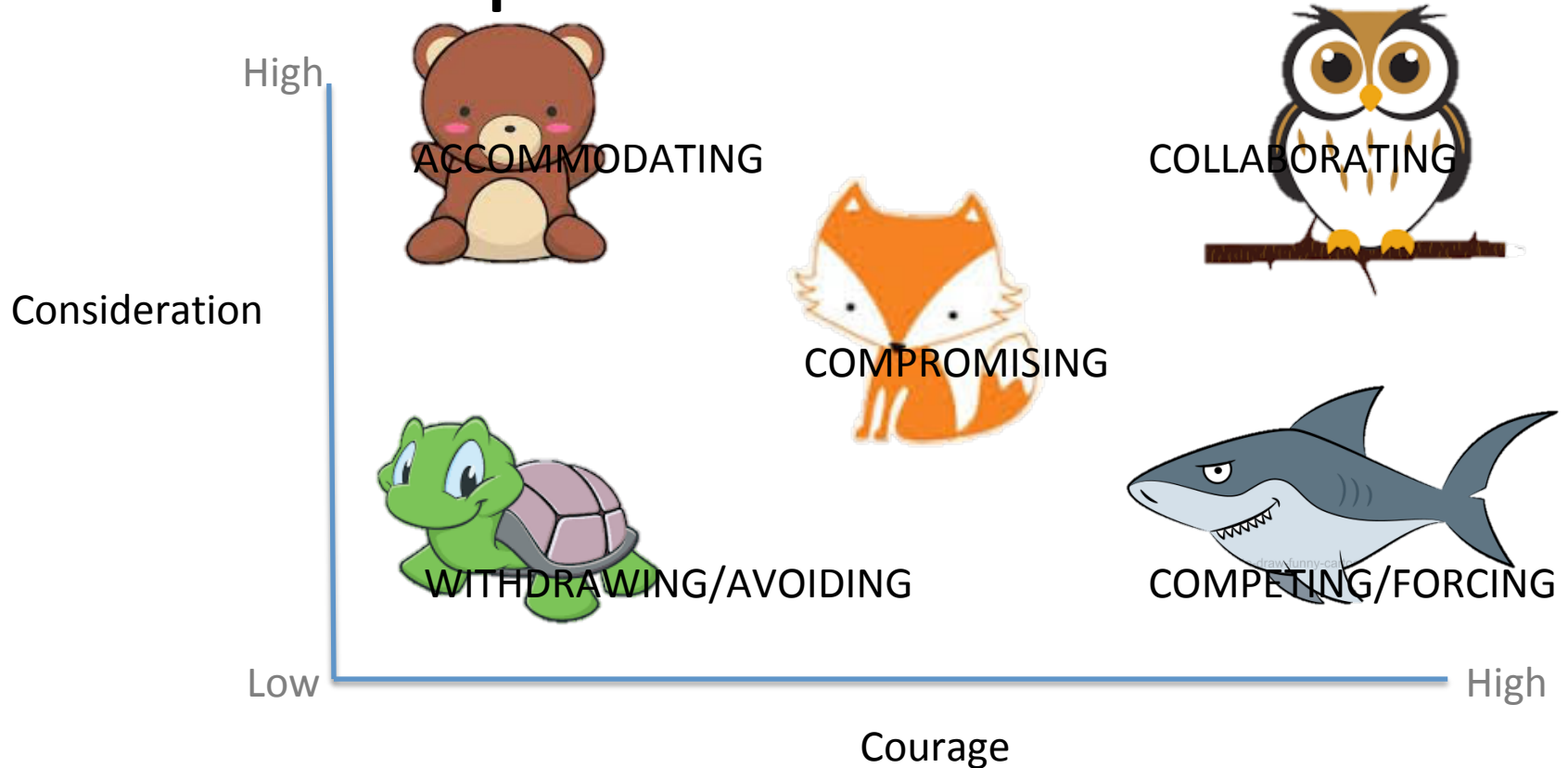
This is the story of how I came by my education. It is also the story of how I lost my family.



Countering the Silent Treatment

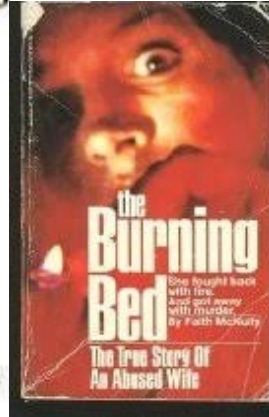
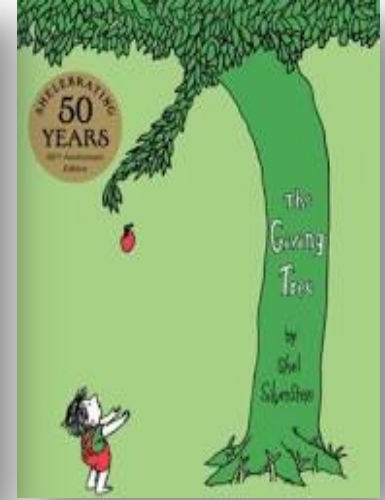
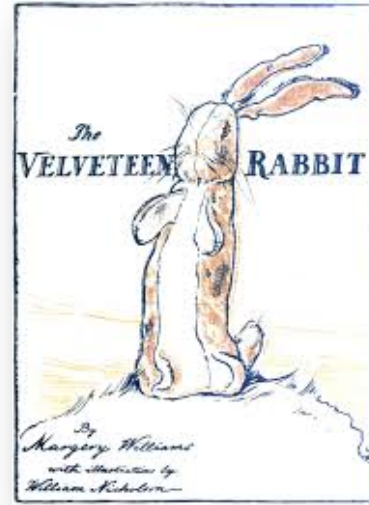
- I've noticed that you're ignoring me. I'm here when you want to talk.
- I'd appreciate it if you'd respond to me. It hurts both of us when you ignore me.
- I care about you and our relationship. When you don't respond, I worry that you don't care.
- If you don't respond, I'll start making assumptions about what you're thinking...
- I miss you. I miss us.

Conflict Options



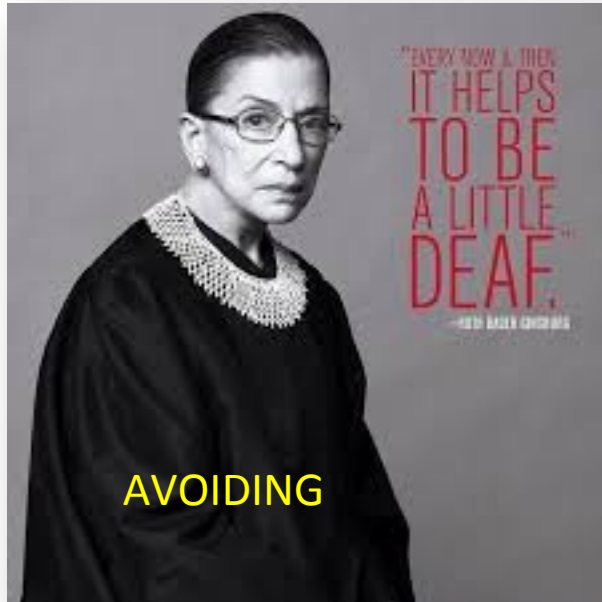
Accommodating

I'm loved,
but I'm
not
respected.



Whining
Martyrdom
Learned helplessness
Battered Woman Syndrome
Stockholm Syndrome

Quiz: a: Avoiding; b: Accommodating



AVOIDING

Every now and then it helps to be a little deaf.



ACCOMMODATING

Whenever you're wrong, admit it.
When you're right, shut up.

Love means never having to say you're sorry.



AVOIDING

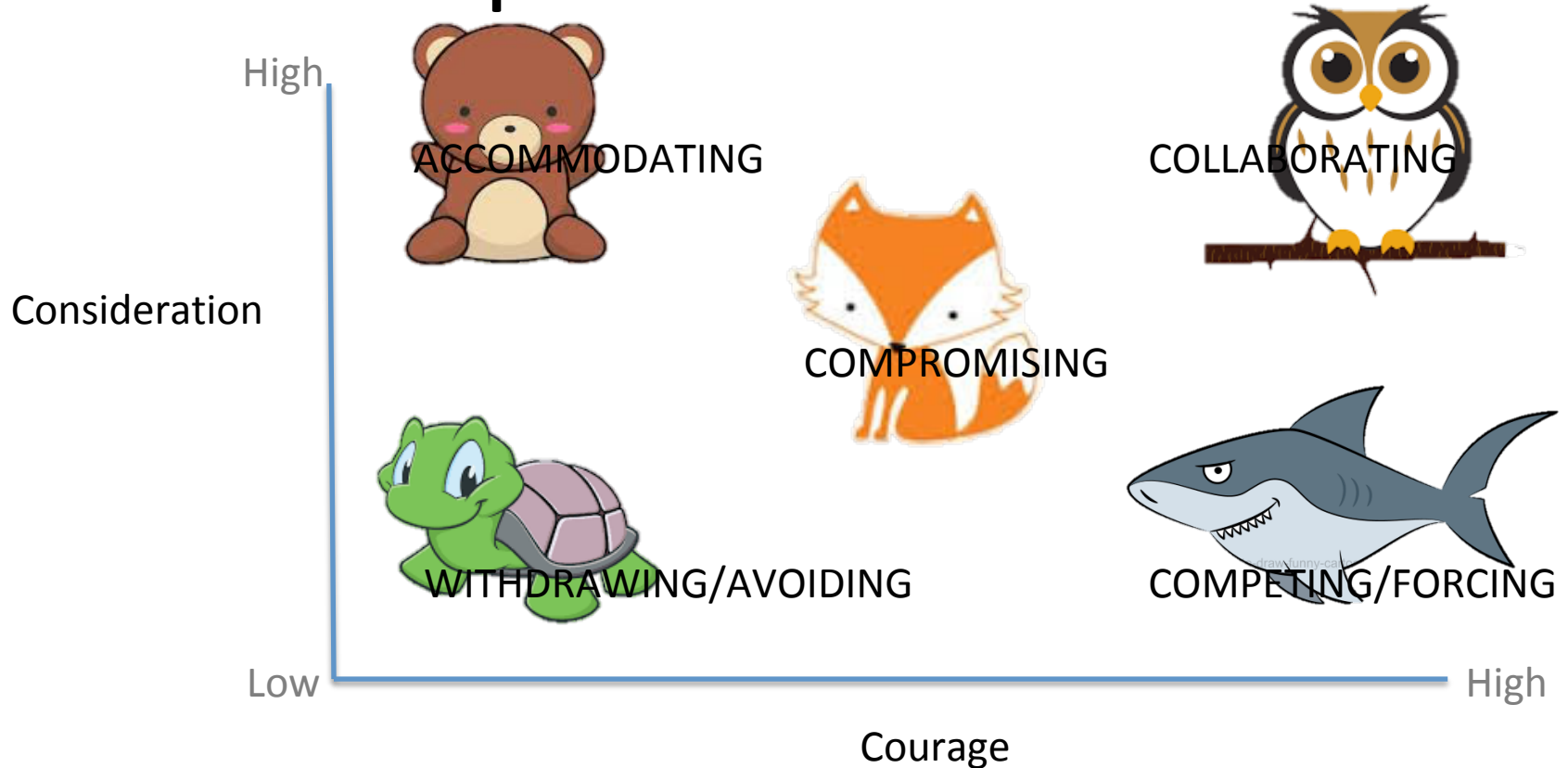
Jennifer and Oliver
Love Story, 1970

WE CAN DISAGREE
AND STILL BE FRIENDS

ABOUT PIZZA TOPPINGS
NOT RACISM



Conflict Options



Compromising

The Fox and the Crow **Aesop's Fables**

The fox sees a crow in the tree with a bite of cheese in its beak.

“Such a wonderful Bird should have a very lovely voice, since everything else about her is perfect. Could she sing just one song, I know I should hail her Queen of the Birds.”

Listening to these flattering words, the Crow forgot all her suspicion, and also her breakfast. She wanted very much to be called Queen of Birds. So she opened her beak wide to utter her loudest caw, and down fell the cheese straight into the Fox's open mouth.

“Thank you,” said Master Fox sweetly, as he walked off.
“Though it is cracked, you have a voice sure enough. But where are your wits?”



Responding to Sarcasm

- [Answer the comment literally,] “Thanks. I appreciate that.”
- I’m not clear about what you’re saying...
- You are witty, and I usually appreciate that. This time, it feels like you’re taking a shot at me. I’d like you to knock off the sarcasm.



Baggage Reclaim

- Sarcasm
- Projection
- Gaslighting
- Kitchen-sinking
- What aboutism
- Race-baiting tropes



Emptysuit
Another Day in Omerica

Washington Post

[Michele L. Norris](#)

Opinions contributor and consultant

August 18, 2020 at 7:56 p.m. EDT

From the minute Michelle Obama stepped on to a national stage, people tried to paint her as an “angry Black woman” when she dared to use her voice, or her platform, to address hard truths.

I winced every time that happened because she is a friend and because I, too, am a Black woman who runs the risk of being saddled with that trope. We know full well that the angry Black woman label is an attempt to neutralize a preternatural superpower to speak truth to power and tell it is like it is.

What about in politics

- Socialism!
- Take away our guns
- Kills babies – partial birth abortions
- Non-whites, non-Christians destroy our way of life
- Her emails

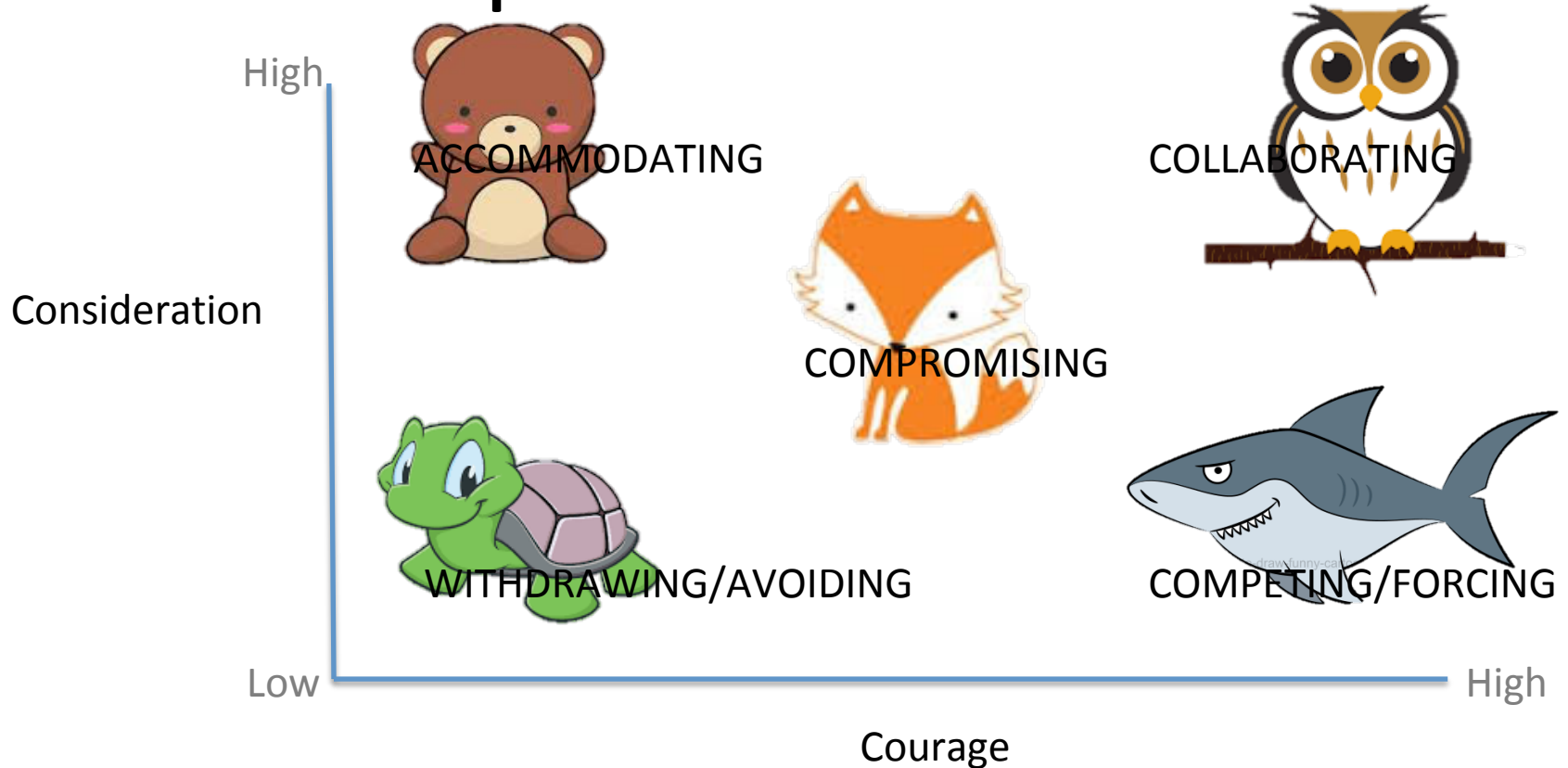
• ΗΓΕ ΓΜΑΙΣ

- Russia v IC
- Extorting favor from Ukraine
- Separates kids and asylum-seeking parents
- Puts kids in cages
- Lacking empathy for COVID-19
- Xenophobia, racism, misogyny, bigotry, homophobia

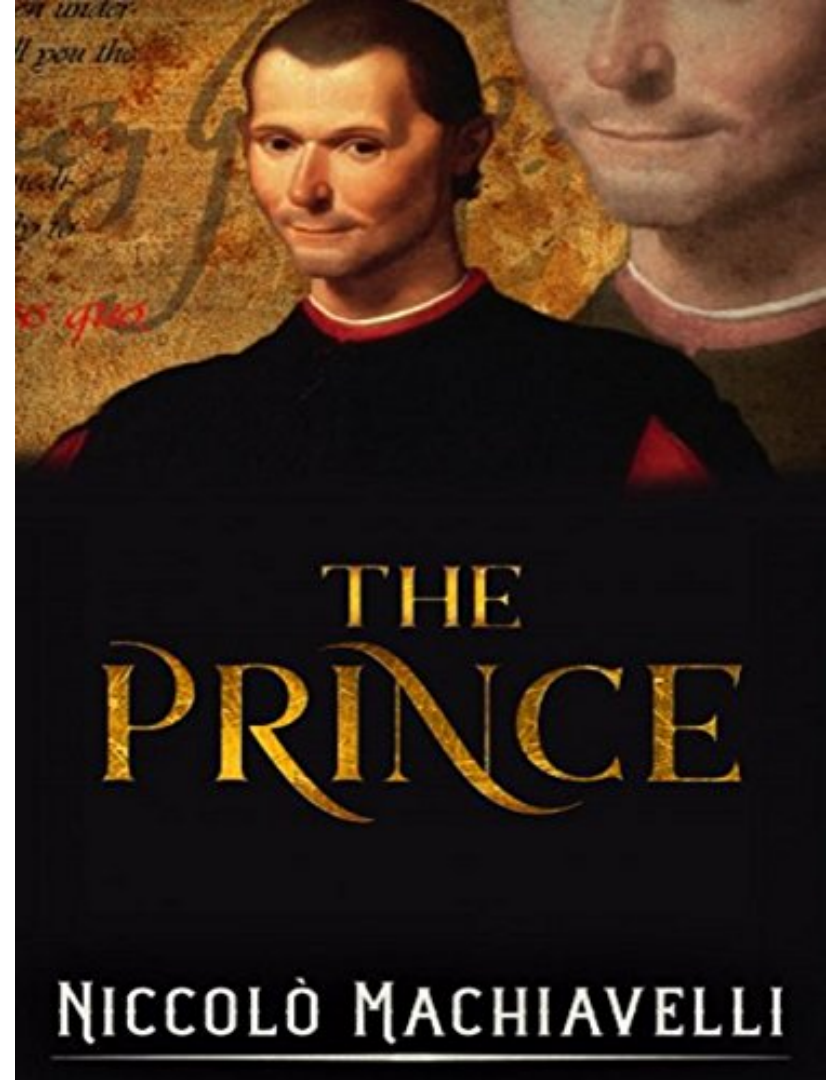
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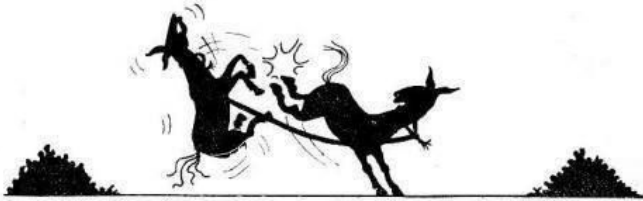
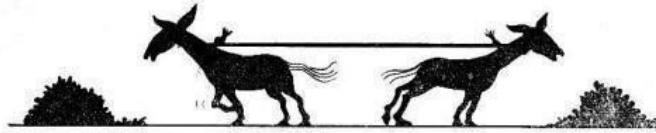
νεοχουερισ' ιασιωι' υναε8(υ))

Conflict Options



The ends justify the means.





The Competing Style

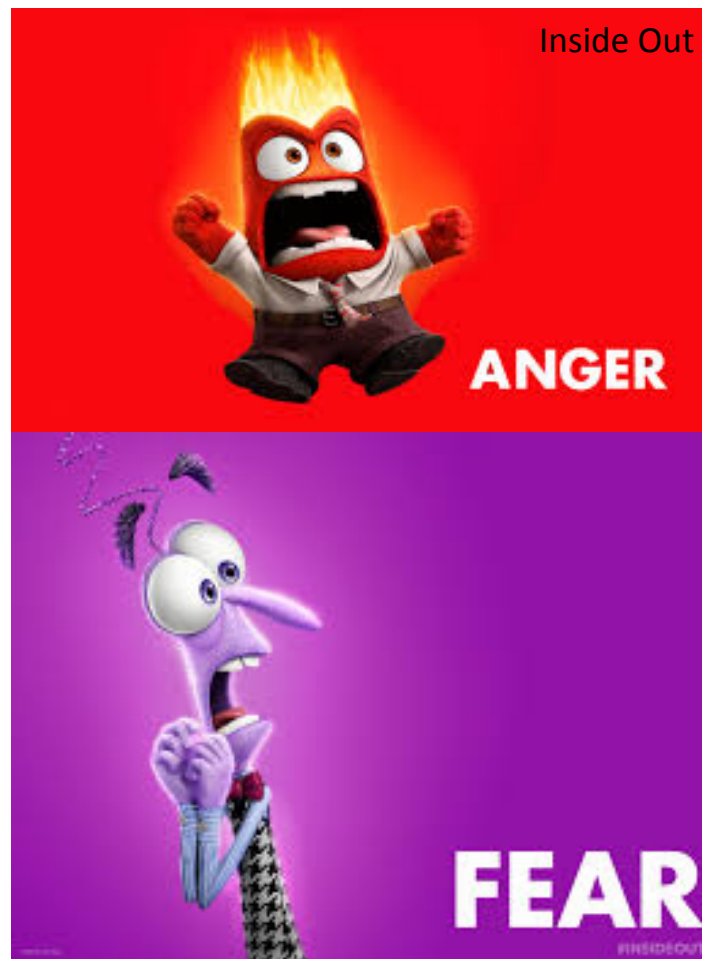
- Autocratic, authoritative, uncooperative
- Must beat the other to win
- Relationships take lower priority so destroys these quickly

Hannity (Fox): “I was shocked that former President Obama left so many [judicial] vacancies and didn’t try to fill those positions.”

Senate Majority Leader Mitch McConnell: “I’ll tell you why. I was in charge of what we did the last two years of the Obama Administration.” Dec 12, 2019

Prophet Mohammad (P.B.U.H) once asked to companions, do you know who the strong person is. His companions guessed, “the one who can defeat someone in a wrestling contest”?

Prophet Mohammad (P.B.U.H) said, “No! The strong person has control of his anger.” [Sahih Bukhari, Sahih Muslim]





Fairfax County Department of Family Services



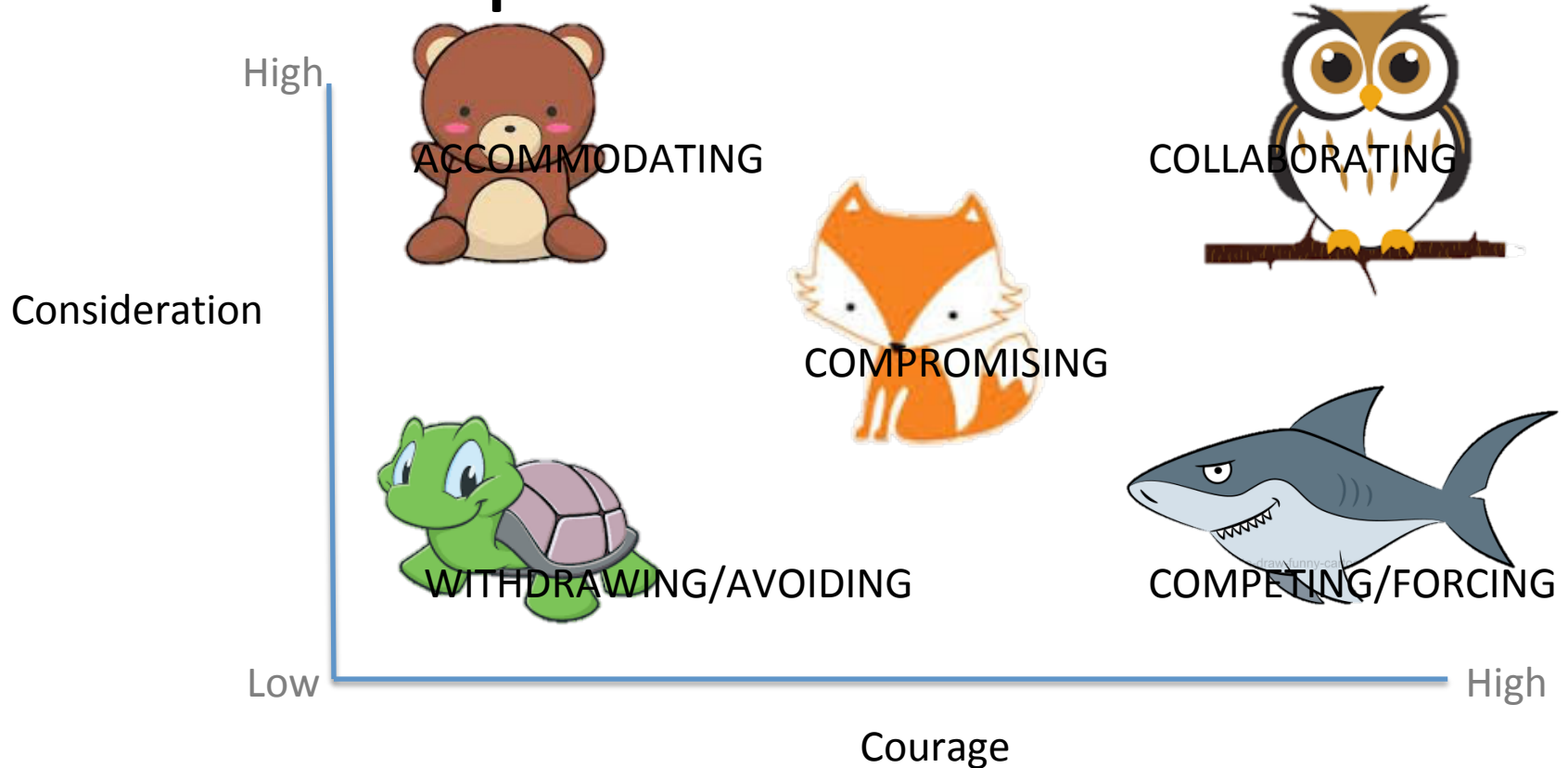
ADAPT is an 18-week state-certified domestic violence intervention program teaches emotional regulation skills to adult residents of Fairfax County and the cities of Falls Church and Fairfax who have been physically, emotionally, or sexually abusive to a spouse, partner, child, parent or other family member.

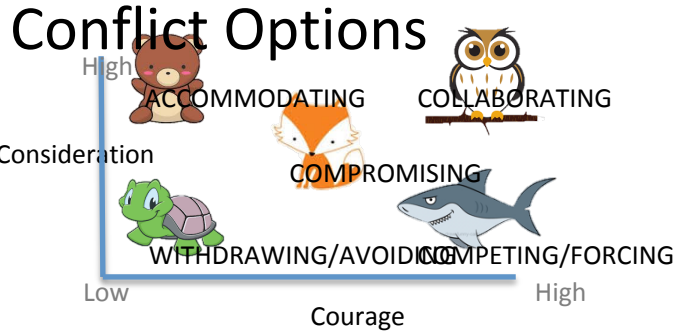


Qui aime bien châtie bien.

An illustration from JJ Grandville's *Cent Proverbes* (1845) captioned "Qui aime bien châtie bien" (*Who loves well, punishes well*).

Conflict Options





Sharks

- Keen olfactory and tactile
- Can be solitary or social
- Must grow new teeth
- Females evolved thicker skin

Owls

- Sharp talons
- Beaks are sharp and curved to drop and to tear prey
- Observe and reflect, even in dark
- 270° rotation – can see different sides

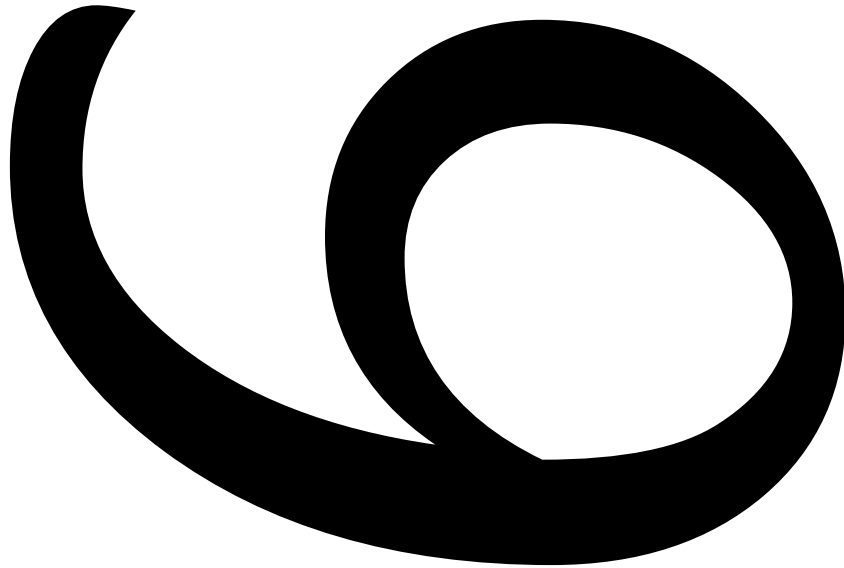
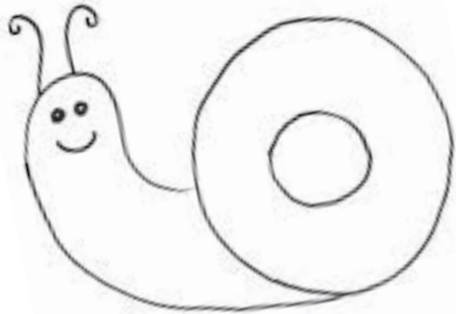


Hell

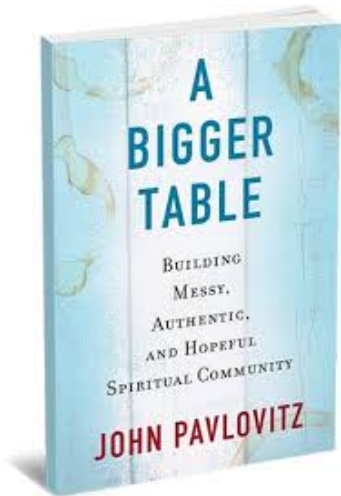
Allegory of the Long Spoons



Owls See Things Differently

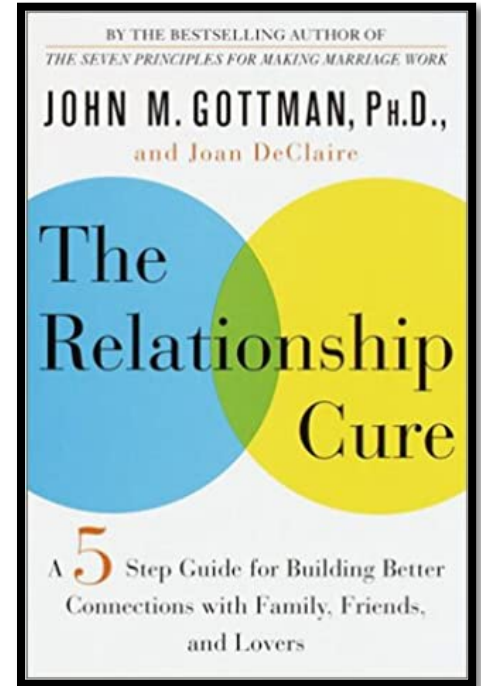


When you have more than you need, build a bigger table, not a higher fence.



Relational Signs

- Defensiveness
- Stonewalling
- Criticism
- Contempt



Defensiveness

- Righteous indignation
- Counterattack/Cross complaining
 - What about-ism
- Innocent victim/Whining

DEFENSIVENESS
(a type of blame)
example:
It's all your fault!
Defensiveness
ESCALATES
conflict &
deflects shared
responsibility.
**BE CURIOUS ABOUT
CO-CREATED DYNAMIC**



Stonewalling

Shutting down and closing self off

- Silent treatment
- Refusal to acknowledge flaring issues
- Emotional isolation from partner



STONEWALLING

(hiding)

are you mad?

READ

...

stonewalling is tuning out, ignoring, or sometimes fear-based shutting down.

ASK FOR A
BREAK. GET
GROUNDED
RETURN.

Stonewalling - Flooding

AKA Diffuse Physiological Arousal (DPA)

Stress hormones (adrenalin, cortisol)

100 BPM

Hit your pause button (time out)

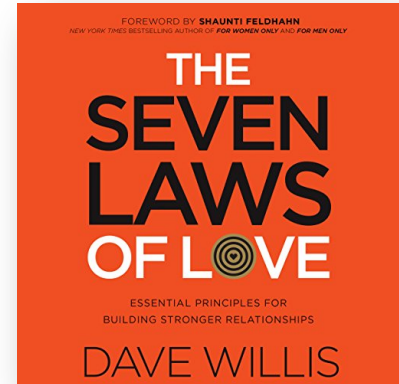
Self soothe

No response is a response.

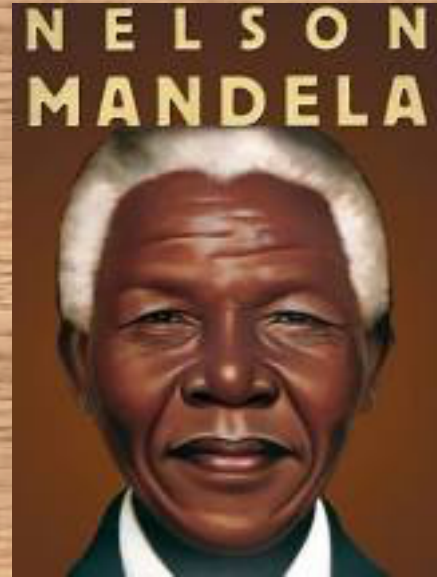
And a powerful one.

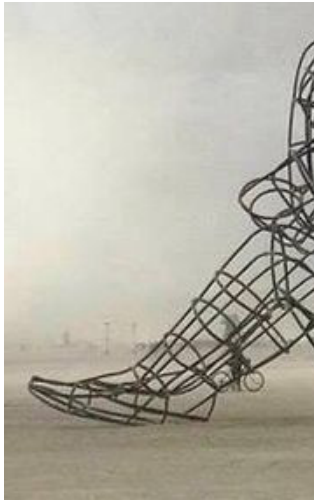
Holding a grudge doesn't make you strong;
It makes you bitter.

- Dave Willis



As I walked out the door toward the gate that would lead to my freedom, I knew if I didn't leave my bitterness and hatred behind, I'd still be in prison.





Love sculpture
Milov features
back to back w
to each other f
children light u

Burning Man F



conflict between a
well as the
sion of human
es are
f transparent
ing out their
ing. As it's
) the children
ing is a symbol
that brings
ves a chance of
ark time
ander Milov

Criticism

Implying that there is something wrong with your partner

- “*Why* do you...?”
- “You *always*...”
- “You *never*...”





Those who spend their time looking for the faults in others, usually spend no time to correct their own.

It's not our job to "fix" people.

It's our job to love them even while they are broken.

It's not your job to be your spouse's teacher, critic, parent or judge.

Be their partner, encourager, and best friend.

- Dave Willis
Twitter, October 2020

"Don't try to fix it. I just need you to listen."



<https://youtu.be/-4EDhdAHrOg>

Contempt

#1 predictor of divorce

Sulfuric acid for love

"I'm better than you expressed" with

- Sarcasm
- Name calling
- Mimicking
- Sneering
- Hostile humor
- Eye rolling

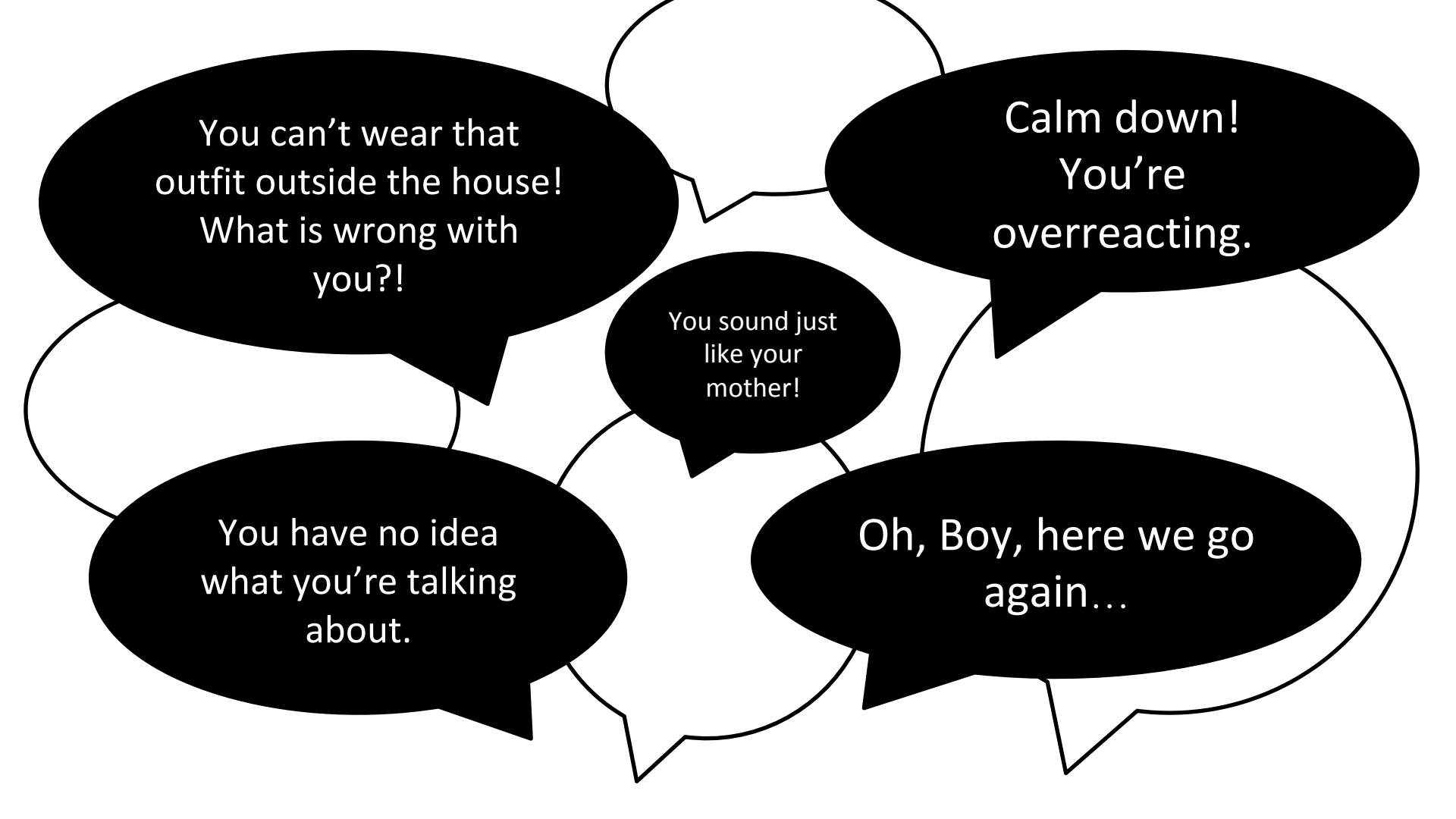


CONTEMPT

(hiding)

contempt (often verbal abuse) offers NO opportunity for joining & resolution.

INTENTIONALLY
PRACTICE NAMING
APPRECIATION



You can't wear that outfit outside the house!
What is wrong with you?!

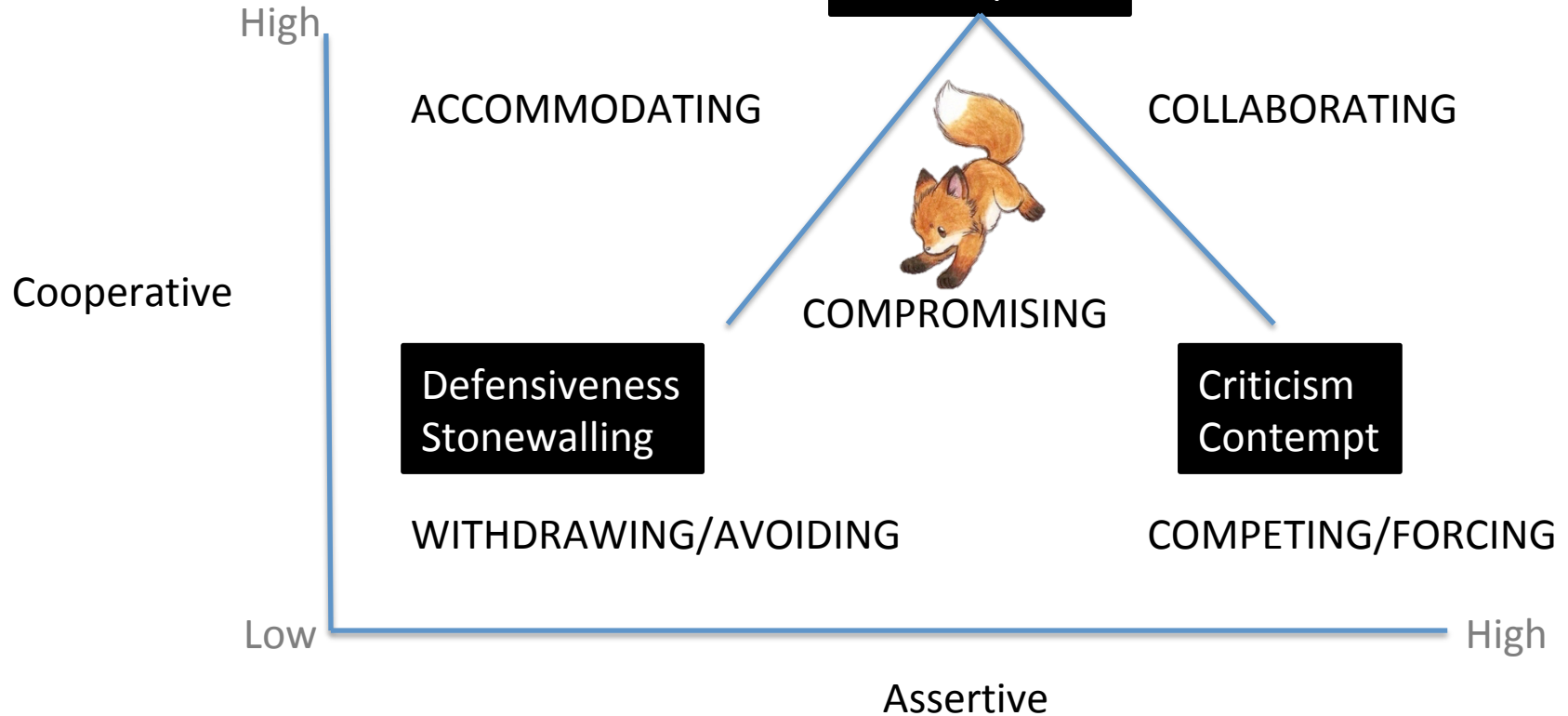
Calm down!
You're overreacting.

You sound just like your mother!

You have no idea what you're talking about.

Oh, Boy, here we go again...

Conflict Options



COMMUNICATION PATTERNS THAT DESTROY TRUST

GOTTMAN'S 4 HORSEMEN OF THE APOCALYPSE

CRITICISM

(also blame)

You ALWAYS
Do THIS!

TALK ABOUT
YOUR FEELINGS.



CONTEMPT

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INTENTIONALLY
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APPRECIATION

DEFENSIVENESS

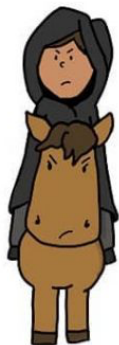
(a type of blame)

example:

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(hiding)

are you mad?
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March 2020, Mason's School for Conflict Analysis and Resolution changed name to

Jimmy and Rosalynn Carter School for Peace and Conflict Resolution
George Mason University

Game Theory
Raymond A. Mason School of Business
College of William & Mary

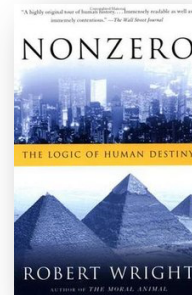


LEARNING HOW TO FIGHT WELL

Game Theory

- Zero sum gain/game
 - Cooperative games/non-zero-sum games
- Correlations can be positive, e.g., The double thank-you

It has been theorized by Robert Wright in his 1999 book *Nonzero: The Logic of Human Destiny*, that society becomes increasingly non-zero-sum as it becomes more complex, specialized, and interdependent.



Check out his TED talk, “Non-Zero-Sumness” 2006.



In ***Pandemic***, several virulent diseases have broken out simultaneously all over the world! The players are disease-fighting specialists whose mission is to treat disease hotspots while researching cures for each of four plagues before they get out of hand.

The game board depicts several major population centers on Earth. On each turn, a player can use up to four actions to travel between cities, treat infected populaces, discover a cure, or build a research station.



In sports and in organizations, sometimes you win and sometimes you lose. Sport gives you experience so you learn to win graciously and accept defeat without blowing the experience out of proportion. You learn to separate the outcome of a game or your performance in one game from your worth as a person. A bad practice does not make you a bad person. This is a critically important lesson for all workers.

Aikido is a modern Japanese martial art developed by Morihei Ueshiba
The primary goal is to overcome oneself instead of cultivating violence or aggressiveness.

合 氣 道

Ai Ki Do

harmony/connection spirit/energy way/path

Steven Seagal, Master of the Aikido, 2008, <https://youtu.be/fH6HtkySiCQ>



ECONOMY

NATIONAL SECURITY

BUDGET

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FACT SHEETS

President Donald J. Trump Brokers a Historic Peace Agreement Between Israel and Sudan

FOREIGN POLICY | Issued on: October 23, 2020



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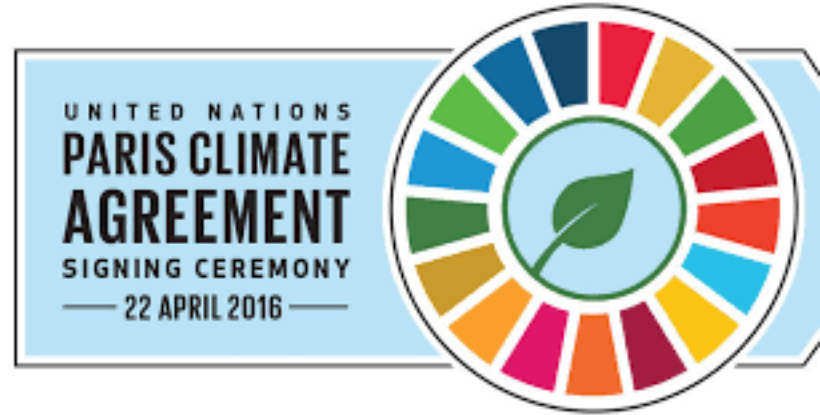
ALL NEWS

“ They are choosing a future in which Arabs and Israelis, Muslims, Jews, and Christians can live together, pray together, and dream together, side by side, in harmony, community, and peace.”

President Donald J. Trump

STRIKING ANOTHER HISTORIC AGREEMENT: President Donald J. Trump has brokered a peace agreement between Sudan and Israel - the third such agreement between Israel and an Arab-Muslim nation in less than three months.

- Today, Israel and Sudan have agreed to make peace and to normalize their relations in another landmark agreement brokered by President Trump.



Conflict Management

- Negotiation
- Mediation
- Intervention
- Intercession
- Arbitration



The first to apology is the bravest.
The first to forgive is the strongest.
The first to forget is the happiest.

The apologizing-and-forgiving process is the cement that mends the broken relationship.

A sincere apology and act of atonement returns a sense of agency to the victim, who can now decide whether or when to forgive. Thus, the victim's psychological need is met. Likewise, **the act of forgiving** restores the moral identity of the perpetrator, who has atoned for the transgression and been redeemed.

Nurit Shnabel and Arie Nadler

A Needs-Based Model of Reconciliation

Current Directions in Psychological Science, 2008

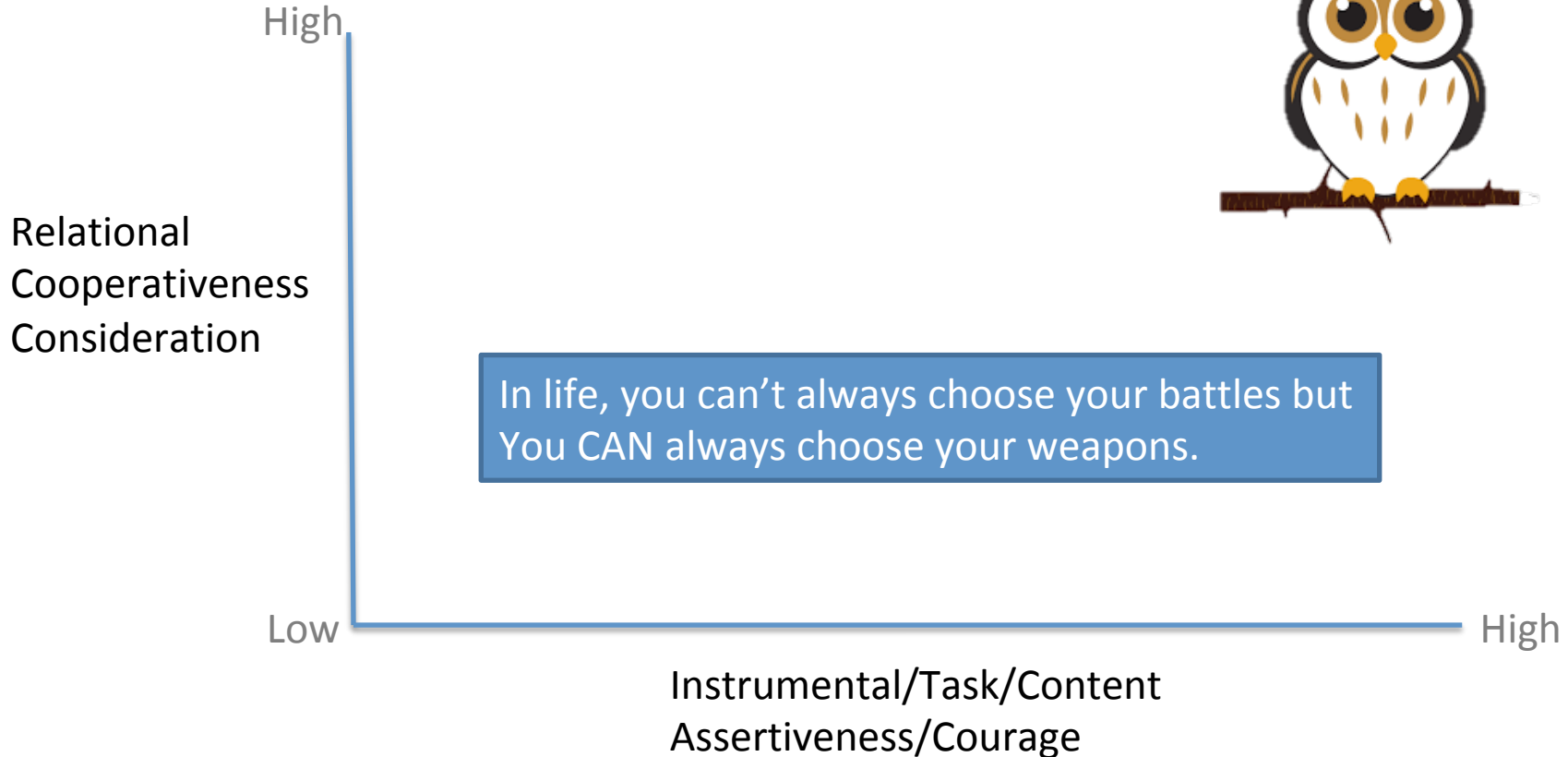


IN JAPAN, BROKEN OBJECTS
are OFTEN REPAIRED WITH
GOLD. THE FLAW is SEEN
as A UNIQUE PIECE OF the
OBJECT'S HISTORY, WHICH
ADDS TO its BEAUTY.

CONSIDER THIS
WHEN YOU FEEL BROKEN.

WHEN YOU FEEL BROKEN
CONSIDER THIS
ADDS TO YOUR BEAUTY

Conflict Options



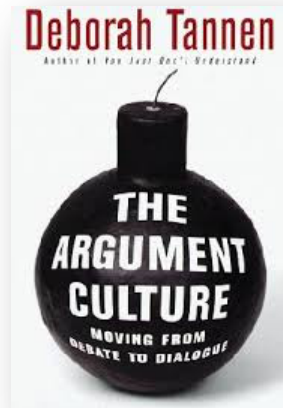
It has often been observed, sometimes ironically, that the one thing on which all Jews agree is that we don't like to agree. Jews love their machlokot (conflicts). The question is: How do we manage those conflicts in a constructive and productive manner?

Wexner Foundation

INVENT OPTIONS FOR MUTUAL GAIN.

This is the idea expressed halikhically as *zeh neheneh ve-zeh neheneh*, "both sides benefit." This comes about because the two sides usually have different objectives, neither of which excludes the other.

Rabbi Lord Jonathan Sacks



When they go
low, we go high.



“The cold, hard truth. That’s what Michelle Obama delivered. She went high — and right for the jugular.”

Ruth Marcus, Washington Post, Deputy Editorial Page Editor, August 18, 2020

We > Me

I don't know how to explain to you that you should care for other people.



Tom Hanks and his wife Rita Wilson tested positive for coronavirus while filming in Australia in March.

Hanks said: "I don't get it, I simply do not get it, it is literally the least you can do."

"If anybody wants to build up an argument about doing the least they can do, I wouldn't trust them with a driver's license," he said.

"I mean, when you drive a car, you've got to obey speed limits, you've got to use your turn signals, you've got to avoid hitting pedestrians. If you can't do those three things, you shouldn't be driving a car.

"If you can't wear a mask and wash your hands and social distance, I've got no respect for you, man. I don't buy your argument."



IT'S IN OUR HANDS.
LET'S TAKE CARE OF EACH OTHER.

GREENPEACE


WEAR A MASK
MY MASK
PROTECTS YOU



YOUR MASK
PROTECTS ME

ONLY TOGETHER CAN WE SAVE LIVES

SIMPLE ACTS TO



Save Our Planet

500 WAYS TO
MAKE A DIFFERENCE
MICHELLE NEFF

BETTER TOGETHER

1

Words and Music by LUKE COMBS,
RANDY MONTANA and DAN ISBELL

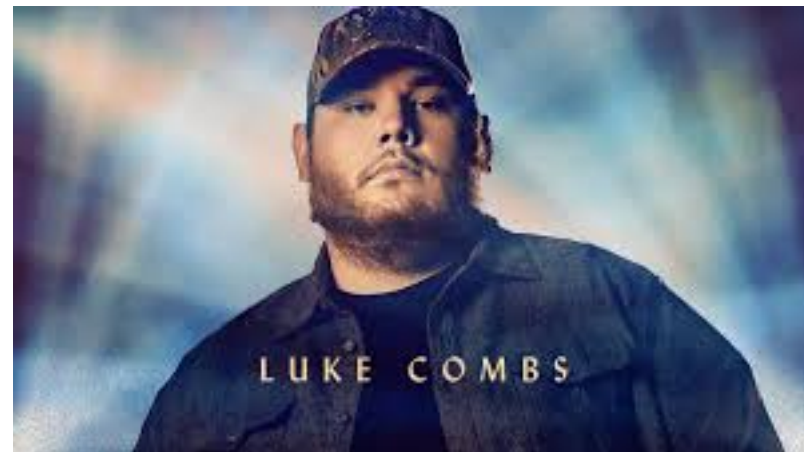
Moderate Country Ballad

The musical score is presented in three systems. Each system includes a vocal line with lyrics, a guitar line with chord diagrams, and a piano accompaniment line. The piano part is marked 'mp' and includes the instruction 'With pedal'. The key signature is one flat (Bb) and the time signature is 4/4.

System 1: Chords: C, F, C, F#sus2. Lyrics: for - ty H__ P John - son on a flat - bot - tom met - al boat, __

System 2: Chords: C, F#sus2, C, F#sus2. Lyrics: Coke cans and B B guns, _ barbed wire and old _ fence posts, _

System 3: Chords: C, F#sus2, Am, G. Lyrics: (None)



Better Together

https://youtu.be/_dju4pz2YYw

What can we do to promote a peaceful holiday?

Peak

Gut

Evaluative

Factual

Phatic



Risky!

Stick to safe topics, as you would role relationships.

Taboo Topics:

- Politics
- Money
- Religion
- Sex





Compliment others.

Magnify their strengths,
not their weaknesses.



★ THANK YOU ★

veterans

GRAB BAGS

- #1 Social Capital
- #2 Social Intelligence
- #3 Listening
- #4 Identity Politics
- #5 Language/Cursing
- #6 Nonverbal Communication
- #7 Satisfying Relationships
- #8 Consummate Love
- #9 *Conflict Management*
- #10 Styles of Parenting & Leadership**

