



Wellbeing

Forgiveness

Keeping short accounts

Sometimes working with people is hard! We have differences of opinion, different emotions and working styles, we may compete over resources or even have different priorities. When we have an argument or end up not speaking this can have a really negative impact on our wellbeing. It can gnaw away at us, disrupt our routines or make us anxious; we may try and avoid people or end up not wanting to go to work.

Trying to keep a 'short account' - which literally means dealing with a disagreement as soon as we can rather than allowing ill-feeling to build up - can help restore our wellbeing, bring steadiness to our relationships and create resonance and trust in a team. This is not easy, and it may mean facing into a difficult situation before it escalates. Conflict is difficult – sometimes we want to avoid it or even accommodate it because we think it's easier, but often it just makes things worst.

Reflecting on how we deal with conflict is important, especially if we want our relationships with others to be good and collaborative – benefitting our work and sense of wellbeing. Not all conflict is negative - it can be transformational, giving an opportunity for us and the other person to grow, to deepen the relationship. Doing this requires us to be honest and have those difficult conversations – to address the elephant in the room.

If we are going to have a difficult conversation, we should think through this carefully, considering the other person's perspective and preparing what we are going to say, trying to anticipate how this will be received and listening to what the other person says.

This is uncomfortable and requires some compassion, humility and being willing to forgive. If we address the situation quickly it stops the problem getting out of hand. If we have told others, 'bad-mouthed' someone or gossiped it becomes much harder. That said, sometimes it is just too difficult to resolve a problem by ourselves and we might need to involve the wisdom of a trusted friend to act as a mediator or go between; others can bring insights we don't have and can help us understand someone else's perspective and circumstances.

Making the time to deal with a problem or argument, taking time to talk about the situation honestly really helps our wellbeing. It removes tension and it builds understanding and trust. This trust is transformational to us and the teams we work in. It's transformational to the communities we serve too.