

**Conflict Mapping – 4 mapping tools**

Benefits:

* See the bigger picture of the situation
* Gain insight into underlying causes so you aren’t just addressing the symptoms
* See additional perspectives

When do you conflict map?

* When you feel stuck
* When you can’t see a clear way forward
* When you don’t understand why the conflict exists in the first place

Who uses conflict mapping?

* Anyone and everyone
* On your own
* With your manager/supervisor or direct report
* With the person you are in conflict with

Relationship



The Onion

Positions: What you say you want.

Interests: Why you want your position

Needs: The needs underlying your positions and interests

Party B Positions

Party A Positions

Party A Interests

Positions

Party B Interests

Interests

Needs

Party B Needs

Party A Needs

Timeline



Core Issue 1

Core issue 2

Cause 1

Cause 2

Cause 3

Cause 4

Cause 5

Effect 1

Effect 5

Effect 3

Effect 6

Effect 4

Effect 2

Causes

Effects

Core Issue