

Teacher notes

What Animal are you?

Introduction to conflict resolution.

In different conflict situations we might find ourselves taking on an animal role.

Watch the video:

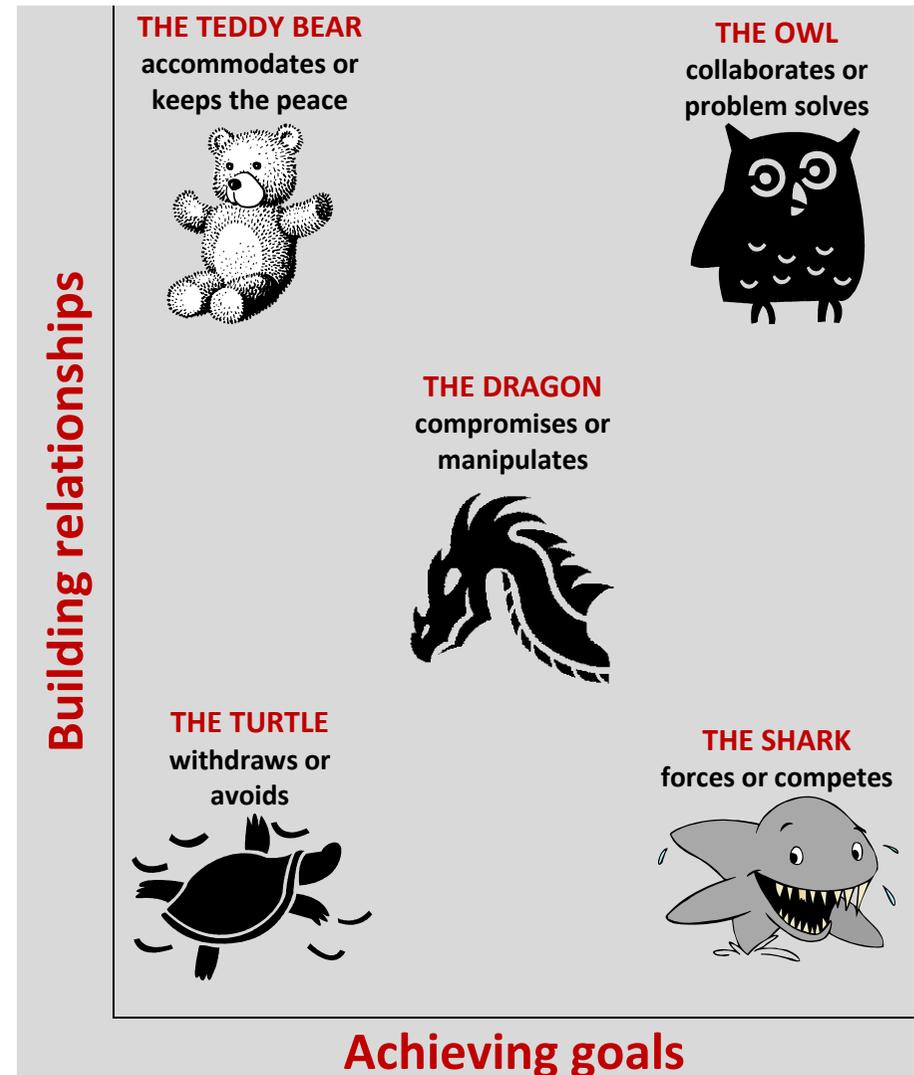
<https://www.youtube.com/watch?v=Gj4upXM38CM>

- **Reflect** - Think about the different disagreements or fights you get into with different people. What different animals do you think you turn into for each case? What do you notice? (There might be animals not even mentioned here!)
- **Discuss** - Brainstorm the strengths and weaknesses of different animals. (Compare to the table.) When can an animal power be useful or not useful? What animal powers would you like to draw on?
- **Inquiry** - try out taking on a different animal power to what you usually do and see how it changes situations.
- **Act it out** - create a scenario with a partner where you are in disagreement. Try each of you taking on different roles and see how the situation changes.

Note the conflict resolution model normally has a fox rather than a dragon.

The strengths and weaknesses were adapted from:

<http://brentobannon.com/turtle-teddy-bear-shark-fox-or-owl/>



Animal	Strength	Weakness
 <p data-bbox="96 336 461 419">Shark: Competes to get what they want</p>	<ul data-bbox="528 156 1122 331" style="list-style-type: none"> ● Strong, courageous. ● Sharks bring conflict out in the open. ● Can be a leader to confront bullies. ● Can stand up for what they believe. 	<ul data-bbox="1285 156 2069 419" style="list-style-type: none"> ● Sharks can be too pushy or aggressive. ● Can hurt other people's feelings by not noticing them. ● Can make emotions bigger very quickly. ● Can stick to their own way of seeing things. <i>"I am right!"</i>
 <p data-bbox="96 608 439 643">Turtle: Avoids conflict</p>	<ul data-bbox="528 443 1240 655" style="list-style-type: none"> ● Calm on the outside. ● Turtles can help situations stay small rather than get bigger. ● Can look past conflicts. Believes that they will solve themselves once everyone is calm. 	<ul data-bbox="1285 443 2069 611" style="list-style-type: none"> ● Turtles might deny there is any conflict so it stays hidden and isn't addressed. ● May hide and feel scared. ● May not speak up.
 <p data-bbox="96 860 405 943">Teddy Bear: Tries to keep things friendly</p>	<ul data-bbox="528 679 1223 847" style="list-style-type: none"> ● Friendly and likable. ● Teddy Bears want everyone to stay friends. ● Can help bring down angry situations by accepting the blame and saying sorry. 	<ul data-bbox="1285 679 2107 895" style="list-style-type: none"> ● Teddy Bears can be taken advantage of. They might give up what they want to keep things happy. ● May have low self-esteem and need others to like them. ● May smooth over conflict so it is never resolved.
 <p data-bbox="96 1160 398 1195">Dragon: Negotiates</p>	<ul data-bbox="528 963 1240 1131" style="list-style-type: none"> ● Good communicator. ● Can negotiate to find solutions that seem fair for the moment, but might not solve the deeper issues. 	<ul data-bbox="1285 963 2029 1086" style="list-style-type: none"> ● May be sneaky. ● May manipulate others to get what they want. ● May lose the trust of others.
 <p data-bbox="96 1375 439 1458">Owl: helps people see things in new ways</p>	<ul data-bbox="528 1214 1178 1430" style="list-style-type: none"> ● Integrity. ● Can help others to have open minds and hearts to find long lasting solutions. ● Can build trust and deep relationships between people. 	<ul data-bbox="1285 1214 2136 1334" style="list-style-type: none"> ● Owl needs people willing to let go of their need to be right and to be part of a conversation. This might take too long.

Animals	When do I become this animal?	What I notice.	Situations where it might be useful
 <p data-bbox="96 405 461 485">Shark: Competes to get what they want</p>			
 <p data-bbox="96 671 439 707">Turtle: Avoids conflict</p>			
 <p data-bbox="96 873 409 957">Teddy Bear: Tries to keep things friendly</p>			
 <p data-bbox="96 1144 398 1179">Dragon: Negotiates</p>			
 <p data-bbox="96 1358 439 1442">Owl: helps people see things in new ways</p>			

Teacher information	Motivations	Situations where it might be useful
 <p>Shark: Competes to get what they want</p>	<p>I win, you lose <i>Fundamental premise:</i> Associates "winning" a conflict with competition. <i>Strategic philosophy:</i> When goals are extremely important, one must sometimes use power to win.</p>	<ul style="list-style-type: none"> • When you know you are right • When time is short and a quick decision is needed • When a strong personality is trying to steamroller you and you don't want to be taken advantage of • When you need to stand up for your rights
 <p>Turtle: Avoids conflict</p>	<p>No winners, no losers <i>Symbol:</i> Turtle <i>Fundamental premise:</i> This isn't the right time or place to address this issue <i>Strategic philosophy:</i> Avoids conflict by withdrawing, sidestepping, or postponing.</p>	<ul style="list-style-type: none"> • When the conflict is small and relationships are at stake • When you're counting to ten to cool off • When more important issues are pressing and you feel you don't have time to deal with this particular one • When you have no power and you see no chance of getting your concerns met • When you are too emotionally involved and others around you can solve the conflict more successfully • When more information is needed
 <p>Teddy Bear: Tries to keep things friendly</p>	<p>I lose, you win <i>Fundamental premise:</i> Working toward a common purpose is more important than any of the peripheral concerns; the trauma of confronting differences may damage fragile relationships <i>Strategic philosophy:</i> Appease others by downplaying conflict, thus protecting the relationship</p>	<ul style="list-style-type: none"> • When an issue is not as important to you as it is to the other person • When you realize you are wrong • When you are willing to let others learn by mistake • When you know you cannot win • When it is not the right time and you would prefer to simply build credit for the future • When harmony is extremely important • When what the parties have in common is a good deal more important than their differences

 <p>Dragon: Negotiates</p>	<p>You bend, I bend <i>Fundamental premise:</i> Winning something while losing a little is OK <i>Strategic philosophy:</i> Both ends are placed against the middle in an attempt to serve the "common good" while ensuring each person can maintain something of their original position</p>	<ul style="list-style-type: none"> • When people of equal status are equally committed to goals • When time can be saved by reaching intermediate settlements on individual parts of complex issues • When goals are moderately important
 <p>Owl: helps people see things in new ways</p>	<p>I win, you win <i>Fundamental premise:</i> Teamwork and cooperation help everyone achieve their goals while also maintaining relationships <i>Strategic philosophy:</i> The process of working through differences will lead to creative solutions that will satisfy both parties' concerns.</p>	<ul style="list-style-type: none"> • When there is a high level of trust • When you don't want to have full responsibility • When you want others to also have "ownership" of solutions • When the people involved are willing to change their thinking as more information is found and new options are suggested • When you need to work through animosity and hard feelings <p>http://home.snu.edu/~hculbert/conflict.htm</p>