

Just Deal With It

Conflict is not the enemy. Avoided conflict
is where the damage grows.

EPISODE THESIS

Conflict is usually the fruit of a deeper issue, and it becomes destructive when leaders refuse to address the root.

Healthy ministry leaders stop treating conflict as strange, shameful, or automatically bad. They recognize it as normal, natural, and neutral, then choose a mature response.

NORMAL, NATURAL, NEUTRAL

- **Normal:** conflict is bound to happen because people are different.
- **Natural:** you are not the only one facing it. Conflict is common to ministry and can become part of how God sharpens people.
- **Neutral:** conflict itself is not good or bad. What you do with it determines the outcome.
- **Refining:** conflict can be like sandpaper. It creates friction, but friction can smooth rough edges when leaders stay at the table.

FIVE RESPONSES

- "I'll get them" is retaliation.
- "I'll get out" is escape or avoidance.
- "I'll give in" is surrender.
- "I'll go half" is compromise.
- "I'll deal with it" is addressing the issue. This is the mature target.

PRACTICE ASSIGNMENT

Identify one current or predictable conflict. Write two columns: fruit and root. Under fruit, list the visible symptoms. Under root, list the deeper issue that probably needs attention. Then schedule one proactive conversation.

COACHING QUESTIONS

- Are you usually conflict-hungry, conflict-avoidant, or conflict-mature?
- Which response is your reflex?
- What conflict have you treated like a fruit problem when it is really a root problem?
- What fence could you build now so you do not need a hospital later?

TEACH-BACK FLOW

- Teach the mindset shift: conflict is normal, natural, and neutral.
- Walk through the five responses and emphasize "I'll deal with it."
- End by writing one root-level conversation the learner will initiate this week.