CONFLICT RESOLUTION
BY HONOURING
OBJECTION AND
NVC CONSCIOUSNESS

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Circle in Classroom
"The point is not to have no conflict at all. The point is that conflict leads to greater understanding and greater satisfaction."

Miki Kashtan, BayNVC
What Does Circle Enable?

- Security and comfort by clear structure
- Enough of understanding without going too deep
- More responsibility in the classroom as children themselves look for essence and solution(s)
- Taking care for each individual without loosing a group
"There are fights here, there are children who use abusive words towards others. But we do very well without punishment. We talk and we find a solution."

A student from a sociocratic school in Netherlands

Quotation from the film "School Circles" by Marianne Osori, Charlie Shread
C I R C L E  R U L E S

• NO DIAGONAL CONVERSATIONS - VOICE GOES CLOCKWISE (OR COUNTERCLOCKWISE).

• 1 PERSON SPEAKS, OTHERS LISTEN - "YOUR TURN WILL COME BECAUSE EVERY VOICE IS EQUALLY IMPORTANT AND WE WANT TO HEAR IT!"

• AT THE END OF EACH PHASE WE WILL ASK: IS THERE ANY OBJECTION TO...? - THE DECISION IS MADE NOT BY MAJORITY VOTING BUT BY LISTENING TO THE OBJECTION AND COMING UP TO CONSENT.

• WE DON'T SEARCH FOR SOMEONE TO BE GUILTY BUT TO BE UNDERSTOOD.
3 PHASES

1. THE FACTS
What are the facts?
What have you seen/hear?

2. ESSENCE
What is the essence of the conflict? the source?
What needs emerge?

3. ACTION
What can be done to fix / reduce the pain?
What can we plan to prevent?
we want it here within the circle
it is a gift for a group
we intentionally invite it: "It is fine to have objection?", "I thank you that you share that you have this concern."
objection is not a veto!
"The fact is that Peter is stupid"

-> Can you say more what exactly / concretely has brought you to that judgement, we are looking now for facts not personal opinion.

-> When you say "Peter is stupid" I cannot see what are you talking about exactly as I do not have such an opinion about anybody of you. Can you say what did you see/hear?
EMOTIONS

"It is ridiculous that we are all talking about that when it is just boys' problem!"

-> I guess that you are angry as you need more clarity, is it like that?
"It is ridiculous that we are all talking about that when it is just boys' problem!"

-> Are you frustrated as you value responsibility and you what to be accountable just for the things that you have done, am I guessing right?
"It is ridiculous that we are all talking about that when it is just boys' problem!"

-> I imagine that your request is to hear 2-3 voices that would show you the reason why we are all here and not just the boys, am I right?
VERY IMPORTANT QUESTION(S)

What is your proposal?

What are you suggesting we shall do now?

What would be next step for you so?
SYSTEMIC CONSENSING

FROM 0 DO 10
HOW STRONG IS YOUR OBJECTION?

0 - NO OBJECTION
10 - NO WAY

Thanks to SC we receive quickly the picture of opinion in big groups, the information to what proposal the group energy goes.
**THANK YOU**

*IF YOU HAVE SOME MORE QUESTIONS OR REFLECTIONS, WRITE ME:*

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"The best way to predict the future is to create it."

Abraham Lincoln