

Exploring your own conflict

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Subject: Business

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In "Essentials of Organization Behavior," five stages of the conflict process are identified. It is evident that conflict is a part of both personal and professional life. Recently, I had a conflict with my teammate when he offered me that he will respond to all the emails, but then he did not. The conflict did not follow the process mentioned in the reading. Instead, it turned out to be a weird situation because the co-workers denied that he offered me to respond to all the emails. I managed the conflict by staying silent because I had no other option. I had no proof to justify that he was responsible for responding to the emails, and then I had to face the penalty because a lot of work and clients were affected because of no response.

I didn't communicate with the parties because I had no reason to share. When I was interrogated about the mistake, I apologized, ensuring that it would not happen again. The approach of the co-worker hurt me, and I was aggressive, but there was nothing that I could do to manage the situation.

I did not come to mutual agreements because I strongly believe that once a cheater is always a cheater. So, I took all the mistakes on myself, ensuring that I would be very careful next time. Although I tried to confirm from the co-worker if he has responded to the emails, he denied such an agreement, so I apologized to the management.

The situation taught me not to trust anyone, particularly in professional matters. I learned that a life with no expectations is better than a life with unfulfilled expectations. There are a few people in this world who are loyal or those who care about the success of others, while the majority of the people are just looking for their interest in helping others. So, one should be

responsible and careful enough not to leave his responsibilities in the hands of others, no matter how many times the other person insists (Malhotra et al., 2021).

References

Malhotra, N., Zietsma, C., Morris, T., & Smets, M. (2021). Handling resistance to change when societal and workplace logics conflict. *Administrative Science Quarterly*, 66(2), 475–520.