

# Conflict management

## Five common themes in workplace conflicts

### QUESTIONS OF ALLOCATION

- Money
- Workload
- Time

### QUESTIONS OF HIERARCHY

- Who should be appointed to a certain position?
- Who should have the final say?

### QUESTIONS OF STRUCTURE

- Responsibilities and authority
- Routines, rules, order of priorities
- Future organizational structure

### QUESTIONS OF BEHAVIOURAL NORMS

- Conduct/communication, attitudes towards other employees
- Ways to perform tasks

### QUESTIONS OF CONVICTION

- What should be the guiding perspective?