

**CONFLICT RESOLUTION  
BY HONOURING  
OBJECTION AND  
NVC CONSCIOUSNESS**

**MAGDALENA SENDOR  
NVC CERTIFIED TRAINER  
SOCIOCRACY PASSIONATE**

**CIRCLE IN CLASSROOM**



**CONFLICT MAY SERVES LIFE & REINFORCE RELATIONSHIPS**

***"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**

**QUATATION FROM THE FILM "SCHOOL CIRCLES"  
BY MARIANNE OSORI, CHARLIE SHREAD**

# CIRCLE RULES



- 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?



# WISDOM OF THE GROUP

## O B J E C T I O N S

- **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!**

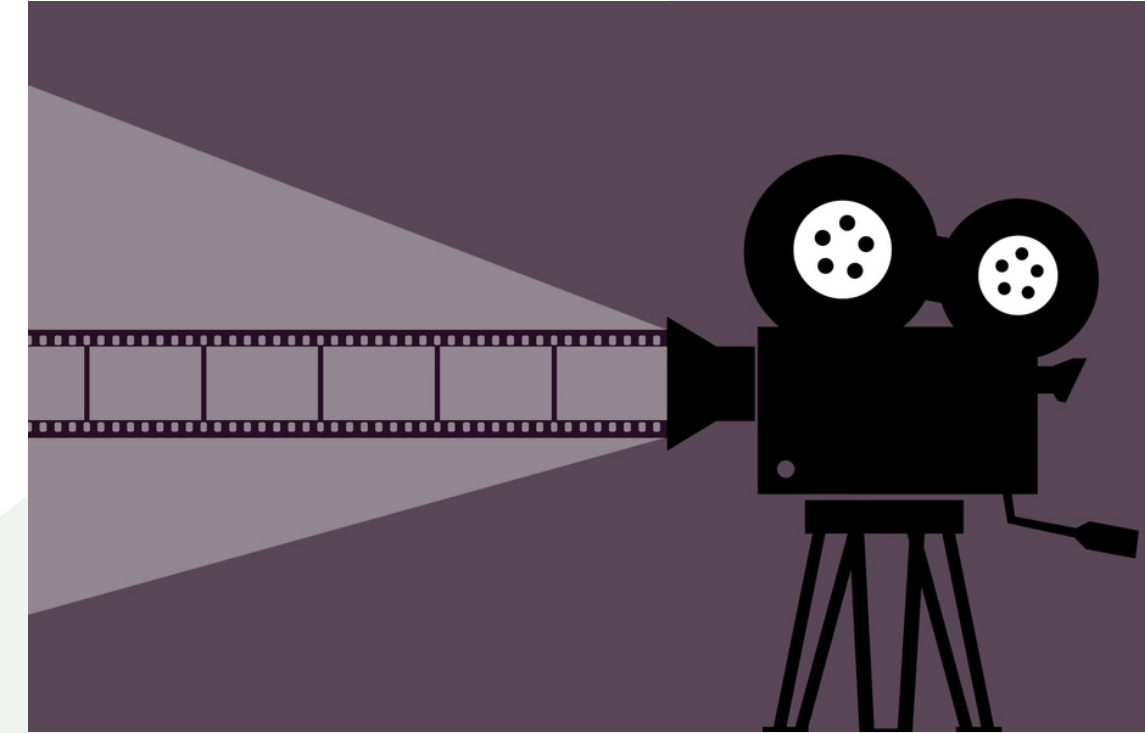


# FACTS

**"The fact is that Peter is stupid"**

**-> Can you say more what exactly / concretely has brought you to that judgement, we are look ? 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 a opinion about anybody of you. Can you say what did you see/hear?**



**NVC**



# 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?



# NVC

# NEEDS

"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?



# NVC

# REQUESTS

"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?



# NVC

# VERY IMPORTANT QUESTION(S)

**What is your proposal ?**

**What are you suggesting we shall do now ?**

**What would be next step for you so?**



# SOCIOCRACY

# SYSTEMIC CONSENSING

FROM 0 DO 10

HOW STRONG IS YOUR OBJECTION?

0 - NO OBJECTION

10 - NO WAY

SYSTEMIC  
CONSENSING

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:

[magdalena.sendor@strefaporozumienia.pl](mailto:magdalena.sendor@strefaporozumienia.pl)

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

