



What is Conflict?

 Conflict exists when individuals/groups who depend on each other express different views, interests or goals and perceive their views as incompatible or oppositional





Sources of Conflict

- Economics / Commodoties
 - Competing motives to attain scarce resources, maximising gain
- Values / Principles
 - way of life, ideologies
- Psychological needs
 - power (maintaining or maximising influence), freedom
- Ineffective communication
 - miscommunication, misunderstanding



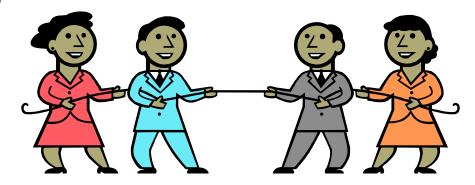
Myths About Conflict

- Conflict is always a sign of a poor relationship
- Conflict can always be avoided
- Conflict can always be resolved
- Conflict is always bad



Levels of Conflict

- Intrapersonal Conflict
- Interpersonal Conflict
- Role Conflict
- Intergroup Conflict
- Multi-Party Conflict
- International Conflict





Descriptors of Interpersonal Conflict

Crisis

 Behaviour is affected, normal functioning impacted - breaking point!

Tension

Relationships are impacted by negative attitudes and fixed opinions

Misunderstandings

Motives and facts become confused or misperceived

Incidents

Short sharp exchanges without any lasting internal reaction

Discomfort

conflict is not clearly manifested but declared onset with signs of discomfort

Approaches to Conflict

Win-Lose	Only one party gets satisfaction
Lose-Lose	Neither party gets satisfaction
Win-Win	Both parties get satisfaction



Win-Win Approach

A Win-Win **approach** is <u>ALWAYS</u> possible, a win-win **outcome** is not

The Benefits:

- Enhances relationships
- Encourages creativity
- Good quality solutions
- Focuses energy on problem solving rather than fighting
- Increases productivity



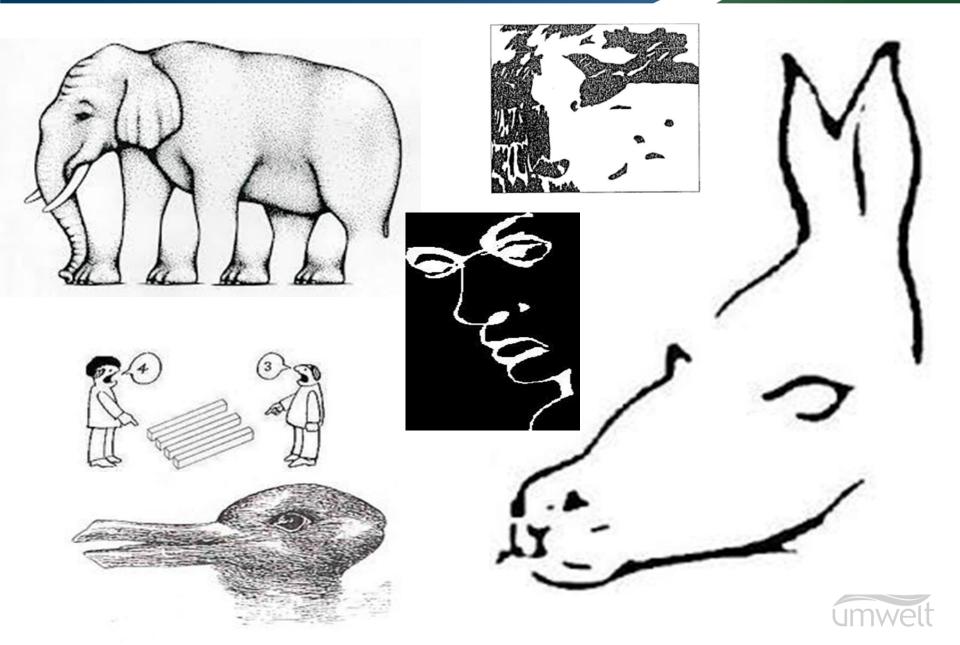
Perception



- Perception is the way we organise and interpret incoming information through our sensory receptors; making sense of what we see, hear, smell, taste, touch and see.
- Perception is how we experience the world



What can you see?



Risk = Hazard + Outrage

Peter Sandman



Components of Community Outrage

Voluntary or involuntary/coerced?

Natural or industrial?

Fair or unfair?

Familiar or exotic?

Not memorable or memorable?

Not dreaded or dreaded?

Chronic or Catastrophic?

Knowable or not knowable?

Morally irrelevant or morally relevant?

Can I trust you or not?

Is the process responsive or unresponsive?





1. Voluntary or coerced?

- People feel less at risk when the choice is theirs:
 - The right to say 'no', makes saying 'maybe' much easier

• What behaviours do you engage in that you may define as 'not so risky' because you voluntarily choose to engage in them?









2. Natural or Industrial?

- We are just naturally more forgiving of nature's coercion e.g. flood, than of corporate coercion
- Don't compare your risks with natural risks in hazard terms there is no difference but in outrage terms there is





3. Familiar or Exotic?

- Familiar risks and familiar surroundings diminish outrage.
- People will usually underestimate familiar risks e.g. radon from your microwave, driving car, safety rules within the office
- While explaining benefits can be useful, it is much better to explain the risks instead
- Don't evade the tough issues, explain the risks and make them more familiar
- We are more alarmed at what we don't understand!





You're looking at the future of Port Pirie.







4. Memorable or Not Memorable?

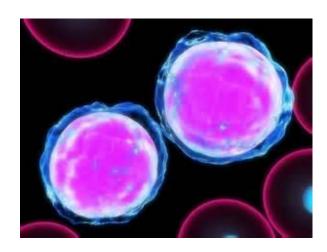
- Memorable incidents and images of risk increase outrage and are influenced by:
 - Personal experience
 - Media
 - Signals/symbols
- The more memorable a risk, the more outrage it is going to generate
- Discuss the memorable events before you are accused of them e.g. "yes we did a poor job on that"





5. Dreaded or not?

- Some things are more dreaded than others e.g. exposure paths (contaminated water versus contaminated air), hazard categories (waste)
- Since you can't reduce dread, you need to acknowledge and legitimise it!
- Delayed risks seen to increase dread than an immediate effect







6. Chronic or Catastrophic?

- We are usually more concerned about catastrophe than chronic risk/impact
- As individuals, we place more attention on probability e.g. less likely to speed for fear of getting a ticket than because we think we could have an accident
- In assessing risks/impacts <u>imposed</u> on us and others, we become more interested in *magnitude* the possibility that something may destroy me, my family, my community and neighbourhoodl generates a lot more outrage (irrespective of its probability of occurring)



7. Knowable or not knowable?

- The community worries more about uncertainty
- Uncertainty makes the risk/impact seem greater and thus the outrage stronger
 - A risk that is more dangerous but more certain generates more outrage than one that is safer but more undefined
- Expert disagreement can be unhelpful
- Need to improve detectability and increase knowledge of the risks





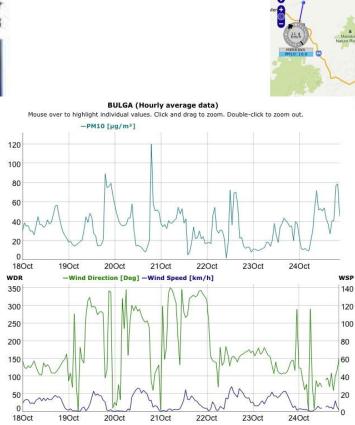
UH Air Quality Monitoring Network



Upper Hunter Air Quality Monitoring Network



Second Interim Performance Report July 2011 – June 201;



8 - 9 pm Previous | Next



8. Controlled by me or others?



- Being at the mercy of someone else produces the most outrage
- Share control and outrage will be diminished
 - 'Share the Knife!' where you can



Port Hedland off-site dust management





9. Fair or unfair?

- Often the people who bear the most risk/impact often reap less of the benefit
- An unfair risk/impact is perceived to be a big impact
- You must try and articulate how you are trying to reduce the risks/impacts, but since you can't reduce the impact to zero, how are you going to deal with that?
- Involving people in the solutions saying what they want - is more empowering than saying how you will fix it!





10. Morally relevant or not?

 Moral problems create complications when trying to make trade-offs

Once something becomes a moral issue, then the language of trade-off cannot be used

 When a community responds to an issue strongly, it is likely that something has triggered a moral response

 You need to take seriously the moral relevance of the issue(s) and share moral responsibility where you can



11. Can I trust you or not?

- Polluting industries and government are widely distrusted
- If you are not trusted, then the community won't pay too much attention to your data, so...
 - You need to build trust but demand less of it
 - Make your actions more public, collaborative and accountable
- How trustworthy we are perceived is often related to what we are willing to share
- We need to learn to deal 'straight' and utilise more cooperative governance and co-ownership of processes and solutions



12. Is the process responsive?

The five main components of a responsive process:

- 1. Openness vs. secrecy secrecy provokes outrage
- 2. Apology vs. stonewalling say it like you mean it
- Courtesy vs. discourtesy follow-up, feedback, responsiveness
- 4. Compassionate vs. dispassionate communities expect experts/agencies to be compassionate, agencies/experts expect the community to be more dispassionate. When a community is most heated, the experts resort to the technocratic approach, which only exacerbates the outrage
- 5. Sharing vs. confronting credibility is influenced by expertise, altruism and understanding cultural values



Other key variables

- Effect on vulnerable populations outrage enhanced when risk is seen to affect more vulnerable populations e.g. children, the elderly
- Effect on future generations delayed risks perceived as having more dread than immediate risks
- How identifiable is the victim risks carry more weight when we have an identifiable victim
- Elimination vs Reduction risks that can be eliminated generate more outrage than risks that can only be reduced
- Media attention media attention is more a result of outrage than a cause and can also amplify outrage particularly in the absence of information, good process
- Opportunity for collective action outrage is enhanced where local collective action is possible.

In summary...

- Is the decision being imposed upon me? Ask permission
- Are the risks/impacts natural or industrial? Don't make comparisons with natural impacts
- Is the process fair and equitable? Distribute benefits more equitably
- Do I understand what it's all about? Make the risk more familiar
- How have things been handled previously? Acknowledge how the risk/impact is memorable to the community

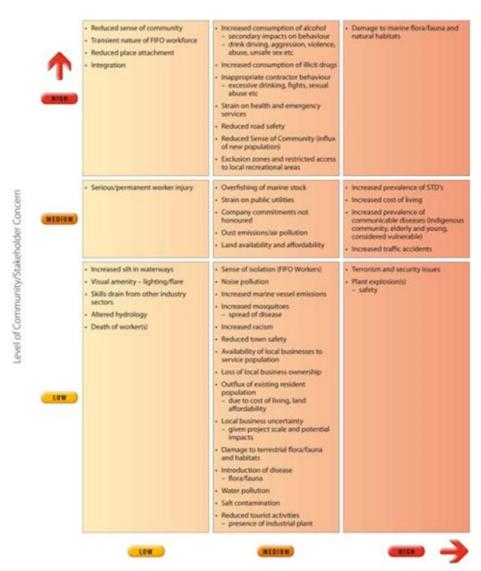


In summary...

- How can I be sure about the level of risk/impact? -Legitimise the dread
- Are they doing all they can to reduce risks/impacts? -Acknowledge the moral relevance
- Do I have some control over the process? 'Share the knife'
- Can I trust who I'm dealing with? Build trust but don't demand too much of it
- Will my views be listened to and considered? Respond to people openly, apologetically, courteously and compassionately



Integrated risk approach



- Consider both perceived (Outrage) and technical (Hazard) aspects in assessing risk
- Perceived risks require the same amount of attention as dealing with technical risk

