

Sorting Mat

<p>Goal ► To get participants to think of conflict in an alternative manner. Conflict is often times viewed as a negative experience, that many wish to avoid but by looking at the situation in an alternative manner, it allows participants to incorporate a different mindset</p>	
Equipment Needed	A sheet of large-sized poster board paper
Time Needed	15-20 minutes so that you can explain (but not too much!), do the activity, and discuss
Logistics	This is dependent on the size of your group. Really you just need the room you are in, and enough space for small groups to spread out across the room
Rules/Instructions	The participants will divide into small groups of 5-6. Participants will choose a spokesperson to think of and discuss a situation of conflict in the workplace. On the sheet of large-sized poster board paper participants will draw a four-quadrant square. In each quadrant participants will write one of the words: dreams, nightmares, wounds, and longing. Participants will think of the wound (negative) that they experienced during this conflict first and then think of how they situation may have actually benefited them (longing). They will then discuss if the conflict does not get resolved what's the worst that could happen (nightmare) but if the conflict is resolved what will it lead to (future). Each group will share their experience.
CPPR Goals/Message	This activity is designed to illustrate how conflict is usually perceived as an all bad or negative experience. By moving through the quadrants participants are able to grasp that although conflict may be an uncomfortable experience, it is necessary for growth and collaboration in the workplace.

Dreams-positive future

Wounds-negative past

Longing-positive past

Nightmare- negative future



