

## College and Career Competency Sequence Pre-K through 12 – Conflict Management

These targets describe how students demonstrate progressive interpersonal skills at each grade cluster. It should not be assumed that students at higher grades have the prerequisite competence from lower grades. By the end of each grade cluster, each student:

### Conflict Management

Pre-K	K-2	3-5	6-8	9-12
<ul style="list-style-type: none"> <li>• Understands conflict is normal and natural and that we are each unique.</li> <li>• Describes and demonstrates simple conflict management techniques (asks for help, takes turns, finds a different toy play with).</li> <li>• Identifies and labels his/her own basic feelings and emotions.</li> </ul>	<ul style="list-style-type: none"> <li>• Identifies natural reasons for conflict and understands that conflict is normal.</li> <li>• Demonstrates the ability to listen to others' ideas and realizes other people may view situations differently.</li> <li>• Identifies the problem in a conflict situation and states feelings and behaviors related to the problem.</li> <li>• Uses words and other positive strategies to resolve social conflicts and nurture relationships.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates understanding of how he/she typically responds to various conflicts.</li> <li>• Demonstrates understanding of possible underlying feelings associated with anger.</li> <li>• Restates anger statements as "I" statements, expressing feelings clearly.</li> <li>• Identifies conflict management strategies applied to various situations.</li> <li>• Displays listening skills to respectfully listen to other people's feelings and positions.</li> </ul>	<ul style="list-style-type: none"> <li>• Describes the five conflict management styles and identifies appropriate situations for using each style.</li> <li>• Reflects on managing conflict in personal life.</li> <li>• Understands the impact of personal responses to conflict.</li> <li>• Demonstrates strategies to better understand anger in self and others.</li> <li>• Anticipates outcomes when difference conflict management styles are applied to various situations.</li> <li>• Applies appropriate conflict management approaches to situations based on desired outcomes when prompted.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates understanding the context of conflicts, including the perspectives of all involved.</li> <li>• Applies appropriate conflict management approaches to situations based on desired outcomes.</li> <li>• Demonstrates negotiation and mediation strategies in conflict situations.</li> </ul>