

# Top 10 Student Outcomes

Identified by teachers who taught **conflict management**

1. Increased understanding of their natural response to conflict and the various methods for addressing conflict
2. Increased ability to compromise or collaborate with their peers and negotiate solutions
3. Improved behavior
4. Improved communication
5. Healthier, improved, and/or more meaningful relationships
6. Increased self-reflection/self-awareness
7. Increased empathy and assertiveness
8. Improved decision making and leadership
9. Improved ability to work through hardships under stress
10. Improved retention of subject matter and better grades/academic achievement

# Course-Specific Outcomes

Identified by teachers who taught **conflict management**

- **Family & Consumer Sciences:** Students understand how to and are able to resolve conflicts before they're out of control; they are more sensitive to others' feelings and confident in their relationships
- **Language Arts:** Students communicate in more positive ways; use "I" statements more frequently; readily indicate issues in their own lives impacted by conflict management and love talking about it – in texts and in their lives
- **Counseling:** Students connect with peers & adults better; better understand their emotions and how to manage them; more students reaching out to help address problems; taking responsibility & having fewer behavior problems in class; grades & attendance improving
- **Social Studies:** Students are more reflective in their own experience and life with personal decisions; students are better able to resolve differences calmly and rationally in order to come to a conclusion
- **Physical Education:** Students are better at understanding conflicts and finding easy ways to resolve them; students use more movement
- **Special Education:** Students work together better to solve problems; students see when conflict management needs to happen and can evaluate behavior after the conflict is over and discuss how situations could/should have been handled
- **Math:** Students work better in groups; overall communication has improved

# Research on conflict management

## Conflict management:

- Brings attention to issues
- Encourages self-reflection
- Makes relationships stronger
- Improves students' abilities to work through obstacles while under stress
- Is most successful when integrated with subjects that already deal with conflict (e.g., literature, history, science)

## Students who develop conflict management through **instruction & practice**:

- Report greater satisfaction with life
- Have better mental wellness and social adjustment
- Are more engaged in school, learn more, and retain information better
- Have better job performance and lower job turnover
- Are better able to effectively overcome stressors

(Johnson & Johnson, 1995; Johnson & Johnson, 2002; Johnson & Johnson, 2004; Reio & Trudel, 2013; Roberson, Fish, Olmstead, & Fincham, 2015; Stevahn, Johnson, Johnson, Green, & Laginski, 1997; Ubinger, Handal, & Massura, 2013)