

Levels of Conflict

1) *Blips*

- Small and insignificant conflict.
- Pose no threat to a good relationship.
- Do not produce disharmony that will affect teamwork or group cohesion.
- Occur frequently and are inevitable- most people would find life boring without them.
- May elevate to higher levels if not addressed.
- May be a roommate who occasionally doesn't wash their dishes or a coworker who occasionally uses your, coffee mug.

2) *Clashes*

- Larger issues than blips, often an accumulation of many or long-term blips, which have not been addressed.
- Occur in good relationships.
- Are repeated disputes about the same issue or arguing over an increasing number of issues.
- Signified by feeling less cooperative or trusting towards the other party, building anger, beginning to privately question the value of the relationship, and the beginning use of withdrawal or coercion to deal with the problem.

3) *Crises*

- Differences so deep that regular communication breaks down.
- Signified by deciding to terminate the relationship, fear the other party will terminate the relationship, sense of eminent psychological or emotional harm, or risk of physical violence.
- Often characterized by one or both parties being unwilling to even address the issue and try to reach a solution.
- Usually need a third-party objective mediator to resolve.