

# ADR Hub Presentation: Conflict Coaching & The IWQ

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# Why do People get in Conflicts?





### Conflict Costs and Consequences





### Interpersonal Wellness Theory Asks...

Who are you being in this conflict?





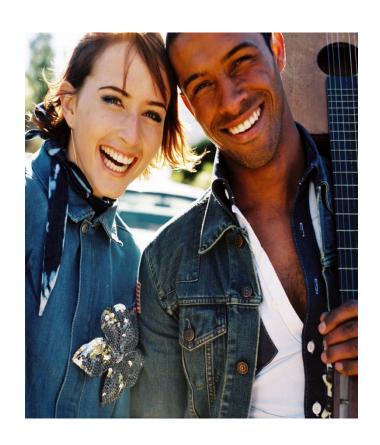
### IWS Introduces a Pause





### Interpersonal Wellness Allows for...

- Self-discovery
- Acknowledgement
- Mindfulness
- Resonance
- Renewal
- Wellness
- Peace building





### I-Wellness Theory...

 Interpersonal relationships are essential for personal well being.





### I-Wellness Quotient

### **Interpersonal Wellness System Model**

### **SPIRITUAL**

- Self Esteem, Religion
- Personal Style, Inspiration
- Culture, Beliefs, Values, Integrity
- Faith, Balance
- Trust, Hope, Visualization

### SOCIAL

- Status, Community
- Family
- Celebration
- Personal Growth
- Responsible Communication

### **EMOTIONAL**

- Self Awareness
- Fear, Anger, Joy
- Disappointments, Anxiety
- Resentment, Doubts, Regrets
- Anger, Stress Management, Relaxation

### INTERPERSONAL

- Relationship with Self & Others
  - Conflict Management
  - Positive Vibrations
    - Self Awareness
    - Collaboration
      - Belonging
      - Esteem
      - Power
        - Fun

### INTELLECTUAL

- Accountability •
- Knowledge, Education •
- Experience, Cognitive Skills
  - Ability to set Goals •
- Reflection, Critical Thinking .

### **ENVIRONMENTAL**

- Diversity & Social-Consciousness
  - Personal Impact •
  - Awareness of self & Others
    - Social Responsibility •
  - Interdependence, Respect •

### **FINANCIAL**

- Money Management
  - - Budget •

### **OCCUPATIONAL**

- Job Skills, Position
- Career Goals
- Career or Job Transition
- Job Satisfaction
- Competencies, Problem Solving

- **Earning Potential** •
- Debt Load
- Long Term Planning •

### PHYSICAL

- Appearance
  - Stamina •
- Exercise, Health, Self-Care
  - Rest, Nutrition •
- Focusing, Self Motivation •



## Transforming Conflict from....

 Interpersonal Conflicts into Interpersonal Wellness





# Getting Results

- Create awareness
- Allows for transformation
- Allows for triple loop learning
- Incites conversation and new assumptions



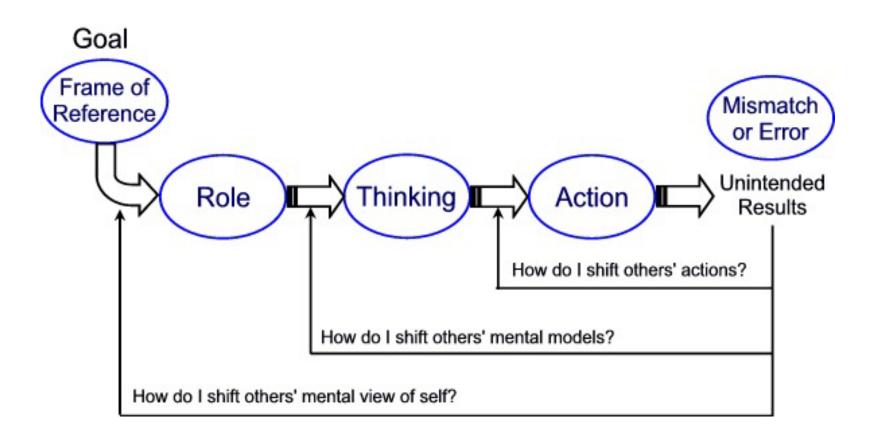


## For People and Groups





## Allows for Triple Loop Learning





### Nine Competencies for Transformation

- Value Alignment
- Network
- Self-Mastery
- Contribution
- Capacity Building
- Interdependence
- Innovation
- Vibrancy
- Purposeful Engagement





### Working with Individuals

- Personal assessments
- Identify I-Wellness Profile
- Create I-Wellness Coaching Plan
- Engage high conflict clients in deeper selfdiscovery



# Working with Groups





# Working with Organizations





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Next IWQ Facilitator training – July 23<sup>rd</sup> to August 2, 2013. (10% discount to those on this call – discount code **ADRHUB**)