

# MANAGING CONFLICT IN RELATIONSHIPS

## A Guide for Professionals

Becoming an adult does not remove the risk of developing depression. It is a new stage of life in which new personal and environmental stressors appear. It is common to become overwhelmed by them. The important thing as an adult is to be sensitive to yourself and to others, and recognise when professional help is required.

### Establish a Work-Life Balance

Conflict arises in one's work life commonly due to the imbalance of work versus social/home life. Understand and establish times to work and times for family and friends. Repeatedly ignoring invitations with loved ones, due to work, is not ideal in the long-run.

### Focus on the Problem, Not the People

If there is a situation in which a project goes wrong at the workplace, it is observed that blame is focused on the people involved and diverted from the actual need: to solve the problem. Instead of jumping on the people for not delivering, ask if they require assistance or if there is an underlying issue.

### Use Feedback Wisely

Appreciate the work your co-workers are doing. Instead of offering minute and trivial criticism, make sure you offer helpful feedback. Don't expect them to take nit-picking in a positive way.

### Use HR to Solve Personal Issues

If you find yourself in a situation where your co-worker's behaviour is bothering you, it might be tempting to just confront them yourself. However, the workplace has an established system for conflict, so it is better to approach HR for your own convenience and safety.