

MODULE 3

ARMOUR AND BOUNDARIES IN CONFLICT

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MODULE THREE

LESSONS

3.1 What is armour?

3.2 Typical conflict armour

3.3 Typical reactions to conflict

3.4 What are boundaries?

3.5 Setting boundaries in conflict

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LESSON 3.1

WHAT IS ARMOUR?

What behaviours do I engage in that could be armour?

How do I think these behaviours protect me?

When are these behaviours helpful and when are they unhelpful?

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LESSON 3.2

TYPICAL CONFLICT ARMOUR?

Think about conflicts that you have been involved in, or maybe some that you know you have coming up. Think about how you and the other people involved may have used armour.

What are some things that you might typically do to try to protect yourself in conflict, but limit your capacity to engage constructively?

Think about behaviours that you have seen other people use in conflict that you have found unhelpful in constructively managing the conflict. How might those behaviours be a form of armour for the person/s involved?

What has been the impact of these armour-like behaviours on the conflict (in the short and long term)?

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Feel the fear and do it anyway - Susan Jeffers

Level 1 Fears

Those that happen	Those requiring action
• Aging • Becoming disabled • Retirement • Being alone • Children leaving home • Natural disasters • Loss of financial security • Change • Dying • War • Illness • Losing a loved one	• Going back to school • Making decisions • Changing a career • Making friends • Ending or beginning a relationship • Having a child • Asserting oneself • Losing weight • Being interviewed • Driving • Public speaking • Making a mistake • Intimacy

Level 2 Fears

• Rejection • Success • Failure • Being vulnerable	• Being conned • Helplessness • Disapproval • Loss of image

Level 3 Fears

I can't handle it!

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LESSON 3.3

REACTIONS TO CONFLICT

What is my usual (default) reaction to conflict? Does this vary in different contexts (e.g. family / workplace)?

Which of the three common reactions to conflict do I see from my friends, family and colleagues?

What is my fear about conflict and how will I talk about this with someone I trust?

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LESSON 3.4

BOUNDARIES

What is ok and what is not ok for me in conflict?

How will I share my boundaries in conflict rather than armour up?

Which of my values strengthen my resolve to set boundaries to create a more compassionate approach to others and myself?

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LESSON 3.5

SETTING BOUNDARIES IN CONFLICT

Think about conflicts that you have been involved in, or maybe some that you know are coming up.

What are some protective boundaries that you have (or could have) put in place in conflicts in the past that supported you to engage constructively?

What sort of boundaries have you noticed others putting in place in conflicts that have supported them to engage constructively?

What sort of boundaries could you offer others in conflict when you notice them armouring up?

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LESSON 3.5

SETTING BOUNDARIES IN CONFLICT

What are some examples of **SUBSTANTIVE** boundaries (i.e. around the content of a conflict discussion) that you could put in place? How would these support you?

What are some examples of **PROCESS** boundaries (i.e. around the way in which a conflict interaction takes place) that you could set? How would these support you?

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Extra Resources



THE VULNERABILITY ARMORY, CHAPTER 4 IN DARING GREATLY
By Brené Brown



BOUNDARIES FOR LEADERS
By Henry Cloud



BRENÉ BROWN ON BLAME
https://youtu.be/RZWf2_2L2v8



BRENÉ BROWN ON FEAR AND ARMOUR
https://youtu.be/7Lbl19ZiMII



BRENÉ BROWN ON DIFFERENT TYPES OF ARMOUR
https://youtu.be/ht5dDInnTzM



BRENÉ BROWN ON BOUNDARIES
https://youtu.be/5U3VcgUzqiI