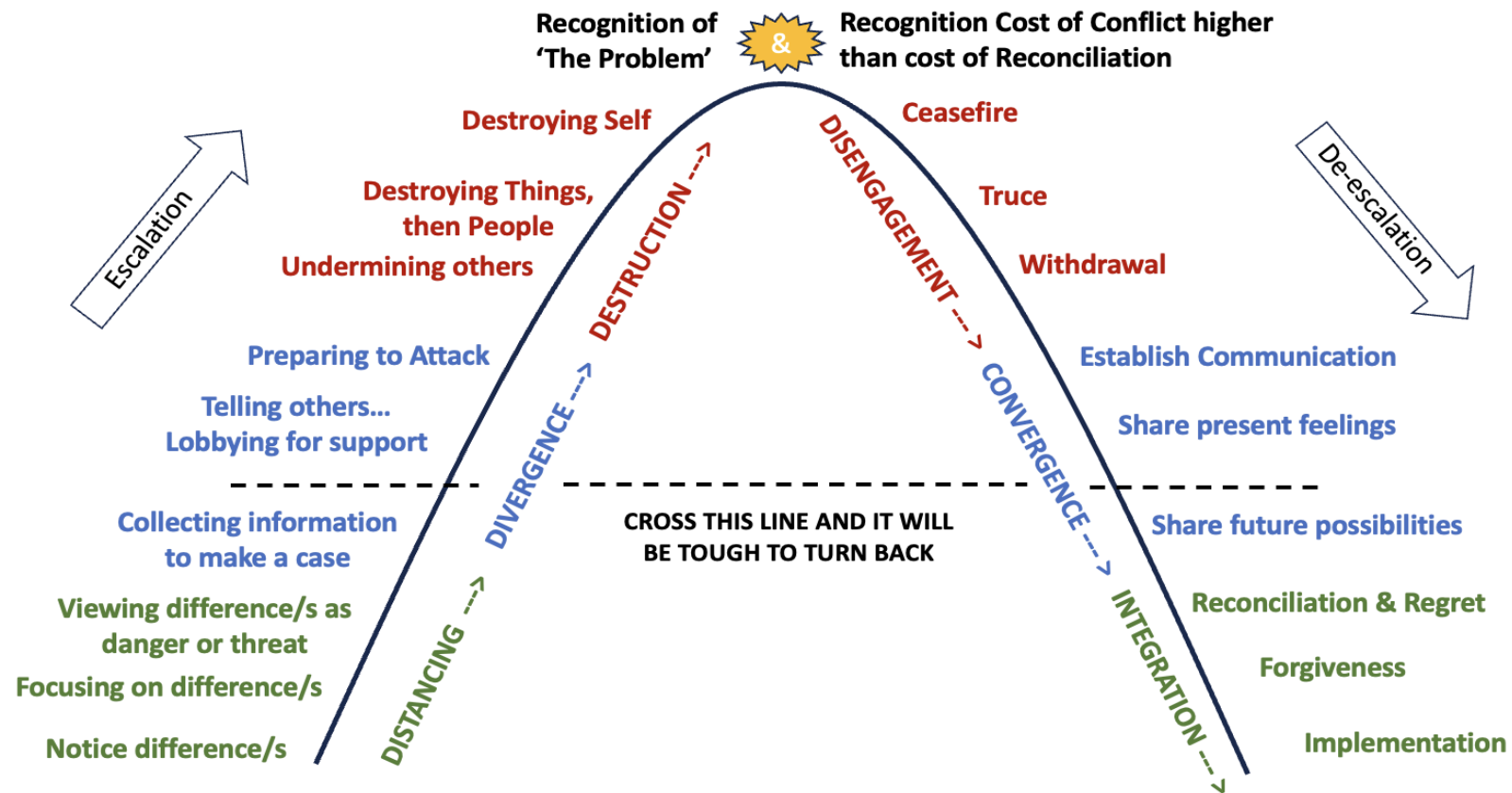


CONFLICT ESCALATION AND DE-ESCALATION CURVE¹

This Conflict and Reconciliation Model suggests, as you can see when you study the curve, that there are 3 parts to conflict escalation: distancing, divergence and destruction, and 3 parts to its de-escalation: disengagement, convergence and integration.



¹ This Model was presented at an SIL Eurasia Training Workshop in Paris in 2000 run by InterDev. It is a very useful model, but we are not sure of how to attribute it. If you recognise its origins do let us know via your PCC.

The premise of this curve is that, whatever point you have reached in terms of escalation is the point where you need to begin de-escalation. If you have gone as far as undermining others before recognising there is a problem, then you will need to take all the steps down the curve from the point of withdrawal. This is because, in order to see meaningful and lasting reconciliation, you cannot ignore the impact of the conflict, in terms of divergence and destruction, on yourself and others involved. This needs to be acknowledged and heard by both sides and a pathway towards reconciliation can be made.

CONFLICT ESCALATION			CONFLICT DE-ESCALATION	
1. DISTANCING This involves a steady increase in emphasis on difference, and seeing it as threat	E S C A L A T I O N		1. INTEGRATION This involves the incremental move towards reconciliation, forgiveness and making necessary changes	D E E S C A L A T I O N
Notice difference/s Focusing on difference/s Viewing difference/s as danger or threat			Implementation Forgiveness Reconciliation & Regret	
2. DIVERGENCE This involves the intentional drawing in of others by building a case and getting ready to attack			2. CONVERGENCE This involves movement a real agreement of fact, what happened, how people felt and what might be possible into the future	
Collecting information to make a case			Share future possibilities	

<p>-----</p> <p>The dotted line indicates where people become invested in the conflict and find it very hard to turn back. Once people go above this line both parties are likely to need help resolving the conflict.</p>					
<p>Telling others... Lobbying for support</p> <p>Preparing to Attack</p>			<p>Share present feelings</p> <p>Establish Communication</p>		
<p>3. DESTRUCTION</p>			<p>3. DISENGAGEMENT</p>		
<p>Undermining others</p> <p>Destroying Things, then People</p> <p>Destroying Self</p>			<p>Withdrawal</p> <p>Truce</p> <p>Ceasefire</p>		
<p>The Apex of the Curve describes something that can happen at any point in escalation - a recognition that there is a problem, and that the price of carrying on is higher than the cost of resolving the conflict. Once this has happened, de-escalation can begin.</p>					