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Also check: [Conflict Management App](#)

# Mati's Conflict Resolution Strategy

## Personal Preferences

### **Format**

I don't have a preference by default for written or verbal communication.

### **Feedback**

Don't hesitate to give me rapid feedback over anything. If you have difficulty verbalizing your concern, just mention that, and we can then explore together what it is that's causing the feeling / issue. I'm okay with details.

### **Meta**

I prefer solving the meta-issues first. Because having a well formulated object-level disagreement makes it much easier to solve.

## Recommended Strategies

### **One issue at a time**

Try to focus on one issue at a time. And lean toward taking a break between discussing different issues to recover emotionally.

### **Supposition**

If you're not sure of the issue you're advancing, specify it, and hold on saying more.

For example, say "It seems to be that", or "I think that".

### **Mention the cause and impact (ex.: feeling)**

Mention the behavior you don't like. If you can't try to point out the vibe, context, etc. you don't like. But try to avoid speculating on the internal reasoning that caused someone to act in such a way.

Say why you don't like that.

For example "It makes me feel X", "I feel like X", "It prevents me from X".

### **Hold on jumping to conclusion, especially concluding the other person is evil**

If you think the other person is evil, then you should probably just break the relationship. In general, be skeptical that the other person is evil; see what they have to say first.

### **Build up**

Try to mention issues early on. If you have been building up negative emotions, remain aware that the other person might not be aware of this build up, so be considerate when sharing your feelings (try to avoid outburst).

### **Crocker's Rules**

[https://wiki.lesswrong.com/wiki/Crocker's\\_rules](https://wiki.lesswrong.com/wiki/Crocker's_rules)

I don't play on Crocker's Rules by default. I want a warning before so that I can put myself in the right mindset. 2022-01 update: To be clear, I love when people are direct, but only at the denotation-level, not the connotation one.

### **Iterative Prisoner Dilemma**

Before starting to defect, mention to the other person that you think they have defected. This way, if 2 players are playing tit-for-tat, this might avoid a long chain of defects based on the false perception of a defect.

### **Avoid subtext**

Make your communication clear. Subtext is especially bad when used to attack the other while maintaining plausible deniability. Lean toward tell / ask culture in conflict resolution. Be extra careful with guess culture.

### **Time Involvement**

If you mention an issue to someone, make sure you have time to elaborate on any clarifications the person might need.

Try leaning towards resolving the issue once and for all. Otherwise, let it go or break the relationship. Try avoiding fighting on the same issue, and repeating the same things over a long period of time.

### **Generalize**

Check if the issue is part of a larger category of issues that could be solved at the same time. Check if you can improve your conflict resolution strategies.

### **Repeating**

Avoid repeating the same thing when communicating.

## **Other**

### **Taboo your words**

[http://lesswrong.com/lw/nu/taboo\\_your\\_words/](http://lesswrong.com/lw/nu/taboo_your_words/)

(also, "a human guide to words")

Try to be self-aware.

Work on emotional control / stability.

## Examples

Note / Example: If I put music too loud, please say so! I don't mind headsets, but if it literally causes no inconvenience to anyone, then I sometimes prefer speakers.

## References

<https://www.google.ca/search?q=argument+mediation>  
<https://www.wikiwand.com/en/De-escalation>