

# CURRENT CONFLICT CONDITIONS ON BOARDS

## 1. Individually

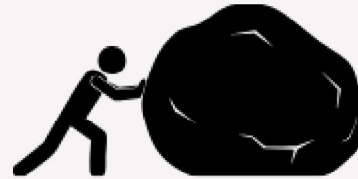


- Feeling mentally overloaded or stretched
- Showing up tired or depleted
- Carrying unprocessed frustration or emotion
- Difficulty focusing during meetings
- Feeling pressure to perform or get it right



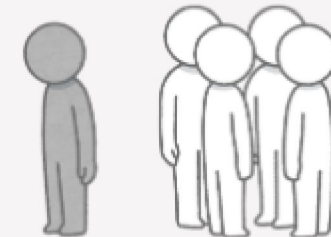
## 3. Systemically

- Time pressure and overloaded agendas
- Increasing complexity of decisions
- Role confusion (board vs staff vs community)
- Limited resources and capacity
- External expectations and accountability pressures



## 2. Relationally

- Avoiding difficult conversations
- Misunderstandings in communication
- A few voices dominating discussion
- Defensive responses to disagreement
- Feeling unheard or dismissed



# THREE CONDITIONS FOR A CONFLICT REVOLUTION FOR BOARDS

*Boards are operating within conditions that increase stress, disconnection, and polarization both inside the organization and in the broader context they serve. The three conditions for a conflict revolution are the capacities boards can develop to support more grounded, relational, and systemically aware ways of engaging conflict and making decisions together.*

## 1. Building Place



- Pausing before responding
- Noticing and naming your reactions
- Staying curious in disagreement
- Regulating/Connecting to ourselves
- Speaking with more intention and awareness

## 2. Holding Space



- Listening without interrupting
- Allowing silence and slowing down
- Staying present in disagreement
- Acknowledging different perspectives
- Not rushing to fix or resolve
- Naming harm or injustice when it arises (Calling in)

## 3. Seeing Systems

- Noticing patterns in how the board interacts
- Recognizing the impact of stress and workload
- Separating personality from system pressure
- Naming recurring issues instead of isolated moments
- Connecting dynamics to external pressures and constraints

