

# Misunderstood



in the Hood

Fairy Tale  
Conflict Resolution

# Here are six steps to the conflict resolution process:

1. **Clarify what the disagreement is.** Clarifying involves getting to the heart of the conflict. The goal of this step is to get both sides to agree on what the disagreement is. To do this, you need to discuss what needs are not being met on both sides of the conflict and ensure mutual understanding. During the process, obtain as much information as possible on each side's point of view. Continue to ask questions until you are certain that all parties involved (you and those on either side of the conflict) understand the issue.
2. **Establish a common goal for both parties.** In this step of the process, both sides agree on the desired outcome of the conflict. "When people know that they're working towards the same goal, then they're more apt to participate truthfully to make sure that they reach that end goal together." Kimberly A. Benjamin explained in a recent BLR webinar. To accomplish this, discuss what each party would like to see happen and find a commonality in both sides as a starting point for a shared outcome. That commonality can be as simple as "both sides want to end the conflict."
3. **Discuss ways to meet the common goal.** This involves listening, communicating, and brainstorming together. Continue with both sides working together to discuss ways that they can meet the goal they agreed on in step 2. Keep going until all the options are exhausted.
4. **Determine the barriers to the common goal.** In this step of the process, the two parties acknowledge what has brought them into the conflict and talk about what problems may prevent a resolution. Understanding the possible problems that may be encountered along the way lets you proactively find solutions and have plans in place to handle issues. Define what can and cannot be changed about the situation. For the items that cannot be changed, discuss ways of getting around those roadblocks.
5. **Agree on the best way to resolve the conflict.** Both parties need to come to a conclusion on the best resolution. Start by identifying solutions that both sides can live with. Ask both sides and see where there is common ground. Then start to discuss the responsibility each party has in maintaining the solution. It's also important to use this opportunity to get to the root cause to ensure this conflict will not come up again. "A lot of times when we try to fix problems, we get so caught up in fixing it that we do not identify what we need to do so it doesn't happen." Benjamin cautioned.
6. **Acknowledge the agreed upon solution and determine the responsibilities each party has in the resolution.** Both sides need to own their responsibility in the resolution of the conflict and express aloud what they have agreed to. After both parties have acknowledged a win-win situation, ask both parties to use phrases such as "I agree to..." and "I acknowledge that I have responsibility for..."

## Fairy Tales



## Fairy Tale Conflict

instructions: Fairy tales are loaded with conflict. You have Goldilocks breaking into the bears' house, the Big Bad Wolf destroying the pigs' property, and Cinderella being treated unfairly by her stepmother. Someone needs to help these characters resolve their conflicts in a healthier way! Choose a fairy tale to examine, and answer the following questions:

1. What is the conflict in the story?
2. How do the main characters feel about the conflict?
3. What does each of the characters want or need?

Then imagine you could convince the characters to work together to solve their problem. List three possible solutions that would benefit all of the characters. (Remember, we're talking about fairy tales, so you can be as creative as you want!)

What's the Conflict?

Characters:

Feelings About Conflict:

Wants and Needs:

# Misunderstood



## in the Hood

### Appendix I: The Story of Little Red Riding Hood and the Wolf, Retold Through Negotiation

#### Step 1: Agree To Negotiate

Red: I'm Red Riding Hood. I agree to take turns talking and listening and to cooperate to solve the problem.

Wolf: I'm the Wolf. I agree to take turns talking and listening, and I agree to cooperate with you, Red Riding Hood, to solve the problem.

#### Step 2: Gather Points of View

Red: I was taking a loaf of fresh bread and some cakes to my granny's cottage on the other side of the woods. Granny wasn't well, so I thought I would pick some flowers for her along the way.

I was picking the flowers when you, Wolf, jumped out from behind a tree and started asking me a bunch of questions. You wanted to know what I was doing and where I was going, and you kept grinning that wicked grin and smacking your lips together. You were being so gross and rude. Then you ran away. I was frightened.

Wolf: You were taking some food to your grandmother on the other side of the woods, and I appeared from behind the tree and frightened you.

Red: Yes, that's what happened.

Wolf: Well look, Red, the forest is my home. I care about it and try to keep it clean. That day, I was cleaning up some garbage people had left behind when I heard footsteps. I leaped behind a tree and saw you coming down the trail carrying a basket of goodies.

I was suspicious because you were dressed in that strange red cape with your head covered up as if you didn't want anyone to know who you were. You started picking my flowers and stepping on my new little pine trees.

Naturally, I stopped to ask you what you were doing. You gave me this song and dance about going to your granny's house with a basket of goodies.

I wasn't very happy about the way you treated my home or me.

Red: You were concerned when you saw me in a red cape picking your flowers. You stopped me and asked me what I was doing.

Wolf: That's right.

Red: Well, the problem didn't stop there. When I got to my granny's house, you were disguised in my granny's nightgown. You tried to eat me with those big ugly teeth. I'd be dead today if it hadn't been for the woodsman who came in and saved me. You scared my granny. I found her hiding under the bed.

Wolf: You say I put on your granny's nightgown so you would think I was your granny, and that I tried to hurt you?

Red: I said you tried to eat me. I really thought you were going to eat me up. I was hysterical.

Wolf: Now wait a minute, Red. I know your granny. I thought we should teach you a lesson for prancing on my pine trees in that get-up and for picking my flowers. I let you go on your way in the woods, but I ran ahead to your granny's cottage.

When I saw Granny, I explained what happened, and she agreed that you needed to learn a lesson. Granny hid under the bed, and I dressed up in her nightgown.

When you came into the bedroom you saw me in the bed and said something nasty about my big ears. I've been told my ears are big before, so I tried to make the best of it by saying big ears help me hear you better.

Then you made an insulting crack about my bulging eyes. This one was really hard to blow off, because you sounded so nasty. Still, I make it a policy to turn the other cheek, so I told you my big eyes help me see you better.

Your next insult about my big teeth really got to me. You see, I'm quite sensitive about my teeth. I know that when you made fun of my teeth I should have had better control, but I leaped from the bed and growled that my teeth would help me to eat you.

But, come on, Red! Let's face it. Everyone knows no Wolf could ever eat a girl, but you started screaming and running around the house. I tried to catch you to calm you down.

All of a sudden the door came crashing open, and a big woodsman stood there with his ax. I knew I was in trouble . . . there was an open window behind me, so out I went.

I've been hiding ever since. There are terrible rumors going around the forest about me. Red, you called me the Big Bad Wolf. I'd like to say I've gotten over feeling bad, but the truth is I haven't lived happily ever after.

I don't understand why Granny never told you and the others my side of the story. I'm upset about the rumors and have been afraid to show my face in the forest. Why have you and Granny let the situation go on for this long? It just isn't fair. I'm miserable and lonely.

Red: You think that I have started unfair rumors about you, and you are miserable and lonely and don't understand why Granny didn't tell your side of the story.

Well, Granny has been sick--and she's been very tired lately. When I asked her how she came to be under the bed, she said she couldn't remember a thing that had happened. Come to think of it, she didn't seem too upset . . . just confused.

Wolf: So you think it is possible that Granny just doesn't remember because she is sick.

### **Step 3: Focus on Interests**

Red: I want to be able to take flowers to Granny when I visit her because she is lonely and flowers help cheer her up.

I want to be able to go through the forest to Granny's house because it is too far to take the road around the forest.

I want you to stop trying to scare me or threaten me in the forest because I want to feel safe. Besides, I think the forest is a fun place.

Wolf: You want to go through the forest to visit Granny who is lonely, and you want to feel safe because you think the forest is a neat place.

Red: Yes, and I want to take flowers to Granny.

Wolf: I want you to watch where you are walking and to stop picking my flowers because I want to keep my forest home looking nice.

I want the rumors to stop because I want people to like me, and I want to be able to enjoy the forest without being afraid that someone is hunting for me.

Red: You want the forest to be pretty, you want people who visit the forest to like you and not be afraid of you, and you want to be safe in the forest.

Wolf: Right, the forest is my home. I should be free to enjoy my own home.

#### **Step 4: Create Win-Win Options**

Red: In order to solve this problem, I could try to stay on the path when I walk through the forest.

Wolf: I could try to remember to call out when I hear you coming instead of quietly stepping out from behind a tree. I could plant some flowers over by Granny's house for you to pick.

Red: I could pick up trash I see in the forest and take it to Granny's trash can.

Wolf: I could check up on Granny to make sure she is OK on those days when you can't make it. She is my friend, you see.

Red: Granny and I can talk to the woodsman and tell him we made a mistake about you. I could tell my friends that I'm not afraid of you anymore--that you can be nice.

Wolf: I could meet your friends on the edge of the forest and show them through it.

#### **Step 5: Evaluate Options**

Wolf: Do you think if you tell the woodsman and your friends that you made a mistake about me and that I'm really nice, then I won't have to worry about the woodsman and his hunters catching me?

Red: I think that will work.

Wolf: Maybe I could go with you to talk to the woodsman.

Red: Yes, that would help. You could also go with me when I tell my friends I'm not afraid of you anymore. . . . I'd like to help you plant some flowers at Granny's, and I could also help you plant some in the forest. It would be nice to visit Granny together. She's pretty lonely.

Wolf: That sounds good.

Red: I agree.

Wolf: I don't think it will work for you to stay on the path all the time. I can show you where to walk so you don't harm anything.

Red: I think that's fair.

Wolf: I agree.

Red: Will it work for you to check on Granny when I can't visit her?

Wolf: Yes, if you call me early in the morning.

Red: I think it would be a good idea if I ask my friends for a donation when you give them a tour of the forest, and we could use the money to buy more trees to plant and start a recycling program for the trash we pick up.

Wolf: I think we've taken care of both of our interests.

Red: This solution will help both of us.

### **Step 6: Create an Agreement**

Red: I'll arrange for Granny and myself to talk to the woodsman. I'll try to get an appointment for this afternoon, and I'll let you know when.

Wolf: I'll get some flowers to plant at Granny's. I'll have them ready to plant Saturday. I'll draw up a possible forest tour map and give it to you.

Red: As soon as I get your tour map, I'll bring some friends over to try it out. That's when I'll introduce you and tell them you're nice.

Wolf: I'll put a donations box at the edge of the forest for our tree planting and recycling program.

Red: And I'll call you by 7 o'clock if I can't go visit Granny.

Wolf: OK. I've agreed to get flowers to plant by Saturday, to draw a tour map of the forest, to go along with you to talk with the woodsman, to meet your friends and lead a tour through the forest, to take care of the donations box, and to visit Granny when you can't do it.

Red: I've agreed to arrange for an appointment with Granny and the woodsman, to plant flowers with you, to bring my friends to tour the forest and introduce you as a nice Wolf, and to call you by 7 o'clock if I can't visit Granny.

(The two shake hands.)

Source: Bodine, R., D. Crawford, and F. Schrupf. 1994. Creating the Peaceable School: A Comprehensive Program for Teaching Conflict Resolution. Champaign, IL: Research Press, Inc., pp. 102-104, 106, 108, 110, 112. Reprinted with permission of the authors and Research Press, Inc.



Name \_\_\_\_\_

Name \_\_\_\_\_

# “Fairy Tale Conflict Resolution: Steps in Negotiation”

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1. Agree to negotiate (Agree that you disagree and that you will try to negotiate.)
2. Gather points of view (Take turns talking; look at things from the viewpoint of the other party.)
3. Focus on interests (Describe what you want, how you feel, and the reasons for your wants and feelings.)

4. Create win-win options (Think of several ways to solve the conflict in a way that works for both parties.)

5. Evaluate options (Try to decide which option is the best.)

6. Create an agreement. (Don't forget to shake hands.)

7. Get outside help if unable to resolve the conflict.