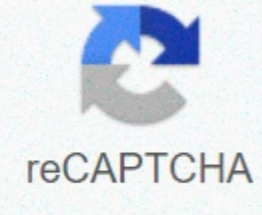




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Ciara like a boy

I was recently asked for the first time if we'd try for a boy. I'm not sure we're going to have another baby, but if we do, we're going to try for a baby, not for a boy or a girl. I brought this topic with a family member who has all the boys and it seems that I repeatedly ask her when she tries for a girl. I'm not sure when society has become obsessed with them the notion that every family must be made up of exactly one boy and one girl. There's certainly magic in that, but there's magic in having same-sex siblings as well. How would I know? Because I've witnessed that regularly since I had my second little girl. I look at my little girls heads coming together as they make each other belly laugh and I know there is nothing more perfect in this world. I watched my older daughter make sure that older girls include her younger sister at the playground and I saw my youngest daughter, who is barely two put her head on her sister when she is upset. Adding a second little girl to our family reminded me that, once again, God's plan is much better than ours. I'm not saying that having a boy and a girl or all the boys means less than having all the girls. I'm just saying that the perfect fit is exactly what God intends to be. And two little girls were perfect for the Yoder family of four children. This post comes from today's parenting community team, where all members are welcome to post and discuss parenting solutions. Find out more and join us! Because we're all in this together. Cancer is happening right now, which is why we're taking part in a Race for Life to raise money and save lives. 1 in 2 people will be diagnosed with cancer during their lifetime. Every pound a single don makes makes a difference for cancer research in the UK's innovative work. My father was Jewish. My mother was Catholic. One of my sisters, from my father's first marriage to a concentration camp survivor, was raised Jewish, but married a former resident of the commune - turned Jewish - turned Buddhist - turned zen as a self-actualising guru. Now they're divorced. She is currently dating a non-practical Christian. My other sister was raised Catholic, but then converted to Judaism. Rex wasn't raised anything and now he's not practicing anything. I am a practicing Catholic who enjoys the traditions of mass, spiritual connection with a community, and having God at the center of my life. Raising children full of faith is one of my top priorities. Luckily for me, Rex doesn't object to my spiritual concerns. But he doesn't contribute either, and that's my job. And the fact that I have a beef problem is an even bigger beef than my beef. You see, despite deriving the amazing peace of my religion, I am not an unwavering advocate for Christianity. Being raised as I did, around amazing artists, talkers, workers and human beings in their own right, who am I to say that Jesus Jesus the only way to go? For many good-willed supporters, this attitude defines me as a watery Christian. One has to take a stand, many people have told me. And I see their point of view. But on the other hand, being open to the way others live life, isn't that the greatest act of love exists? I married Rex for his human qualities, not his spiritual qualities. I didn't say yes to a priest. I said it in front of my family and friends in my parents' backyard. Since we didn't make God a problem at the beginning of our marriage, it's unfair to make it a problem now. And yet they do. I desperately want Rex with me at church on Sunday. Not so much to pray piously as so many other couples do, but to stay in unity with me as a family. Can't you suck it and do it for me? I asked last Sunday. No, I can't. I'd feel miserable, he remarked. (I also married Rex for his honesty.) I was angry. How many times have we had sex when I wasn't in the mood, but I knew it was important to him? And yet, once I started, I was in it. Couldn't they give me the same courtesy? Maybe, after a bit, he'd be in the mood, too. Sex and church are not the same things, Rex said. I tried to argue that there were, indeed, similarities, including a lot of kneeling, sitting, and frequent Oh, God. Don't bite. So that night, when he wanted a little Sunday service, I wasn't biting either. It's not my most mature moment, but to use a Christian term, I relied on his forgiveness. As soon as I give him mine. This content is created and maintained by a third party and imported to this page to help users provide their email addresses. You may be able to find more information about this and similar content at piano.io last updated on December 8, 2020 It takes a lot of people who have the same desire, dream and vision. It is even more difficult to lead transformation and change into people who are deeply rooted in tradition and have a rigid way of thinking. As a result, it is not unusual for conflict to occur in the market due to a difference in the style of opinion and communication. However, not all conflicts in the workplace are bad. Healthy conflicts are good. The absence of conflict is an indication that critical thinking and questioning of existing processes are lacking in the organization. It's a huge red flag that suggests every thought or behavior is strongly moderated by someone or some people who hate criticism of any kind. But what happens when things go wrong and no one listens at all? get back on track, strengthen weakened relationships and resolve conflicts before they become catastrophic the whole organization? Here are 11 tips on how to resolve almost any conflict in the workplace.1. Identify a result for resolutionAS you are heading to a conflict resolution meeting, the first thing you need to is what you want to achieve. Unlike most relationships, not all conflict resolutions in the workplace end with hugs, handshakes and selfies. With that said, your approach to conflict is going to differ depending on the outcome you want to achieve and/or personality type. There are different types of approaches to conflict resolution. These are: collaboration: In the collaborative approach, both sides are not burning bridges or trying to lead other to ruin. Instead, they work together to discover best practices and solutions to the problems they face. Avoiding: This is very self-explanatory. With this approach, ignore whispers, grunts, comments and anything considered offensive. Although the avoidance approach is not recommended, it is best used when the stakes are very low and the relations between the two parties are not going to deteriorate. Accommodation: With this approach, you are considering the needs of the other party as being more important than yours at the moment and are willing to let them win to reach a peaceful solution. After suggesting this approach, there is the surrender from one side in an attempt to please the other. Compromise: The compromise means that each side ends up making reciprocal concessions and are willing to work together to come up with a mutually pleasing outcome. With this approach, there is no loser as individuals or corporations strive for a balance with their demands. So the results of your resolution really depend on the degree of conflict, the type of conflict and the desired outcome. A disagreement between the employees of a company belonging to a syndicate and the management of the company requires a different approach to the interpersonal conflict between two employees in the same department. The stakes and results are different, which means that there could be a combination of 2 or more styles of conflict approaches.2. Set some adage rules that says it takes years to build relationships, but a few moments to ruin them is true. Therefore, there are rules for addressing conflicts in the workplace. No matter how minor the conflict is, you need to set some rules for how to approach the resolution. The rules are not meant to be constraints; rather, they help you to operate within the limits of strengths, which often leads to favorable results. When managing conflicts between colleagues, it helps to set a set of standards to which everyone adheres. It's not just that; the rules also provide a sense of security and fairness, which is primarily the point of conflict. Examples of such rules (depending on the degree of include: requiring employees to temporarily retire from their duties; restriction of the authority granted to employees; subjecting all parties involved in a formal, linear process for resolution. 3. Invest in your communication and listening resolution depends on your ability to hear not only what has been said, but also to decipher the nuances of words, body language, sighs, and even silence. Add more variables, such as religion, cultural context, ethnicity, gender and economic differences, and you have a complex case of epic misunderstandings. This means that what an employee born in the United States considers assertive might be inappropriate for someone who was born and raised in another country. Your excellent communication and listening skills will allow you to step away from societal norms and break away from models that pigeonhole your decision-making skills. It will also open you up to different perspectives, so you can identify clues to repair tense relationships. 4. Hold face-to-face meetings wherever you can, always aim for a face-to-face meeting. It is a challenge to convey emotions through emails, because the effect of nonverbal communication is lost behind computer screens and mobile phones. When it comes to resolving conflicts in the workplace, we don't talk and we hope that what happens best because we intend them that way. We involve all aspects of nonverbal communication. Things like tone, vocal range, micro-expressions, and body language can communicate more than a simple I apologize in the body of an email.5. Avoid personal attacksWhile there may be an intense emotional response to not being heard, it is important to discourage personal attacks during the conflict resolution process. Rather than the result of ad hominem attacks, you should adopt a better way to communicate your feelings. Examples of doing this include highlighting the use of I messages. So instead of saying you're so rude! when addressing conflict, a better way to communicate your dissatisfaction without diminishing how you feel would be I feel disrespectful when you chew gum out loud while I'm teaching in class. Using I messages not only meets your emotional needs, but also encourages you to take responsibility by recognizing how your actions might have helped break off the relationship.6 Avoid Attribution of BlameSimilar to the above point, assigning blame or taking parts is a sure way to dissolve a relationship faster than repairing one. It is humanto find guilt in something or in someone other than ourselves. However, the purpose of conflict resolution is to reduce the likelihood of shouting matches of who's to blame, and this starts by assuming In an article by Make A Dent Leadership, two types of stories are identified in any conflict: One is the story we tell ourselves to justify what is happening, and the second story is one that you tell about others. These stories can put you under a faultless spotlight or others in a negative light. But for conflict resolution, attribution of blame is not an option.7. Hire an external mediatorSometimes conflict at work is so intense that both sides cannot seem to find a middle ground. It's all right, it's all right. In this case, it is worth hiring an external mediator. A mediator is someone who is trained in the fields of conflict management and negotiation and a qualified facilitator for many cases. According to the American Bar, a mediator is often required when settlements are at a stand. Not only is it a mediator often required by the court sometimes, but it is also less expensive and does not involve a drawn-out trial a normal trial would be.8. Finding Common GroundFinding Common Ground means seeking ideas, interests, and beliefs shared by both opposing sides and using this to open the lines of communication for further negotiations. This sounds easy, but it's actually quite challenging to put to practice. If it were that easy, there would be no reports of conflict between people, corporations and nations. However, when everything else fails, finding a common denominator can be exactly the thing that brings the opposing parties back to the table to negotiate a mutually beneficial solution.9 Stick to FactsIt's easy to fall into the trap of digging up events that happened days, months, or years ago, in an attempt to change the blame at another party. But that only makes things worse. No matter how tempting it is to point out how emotionally hurt a behavior has made you feel, the purpose of resolving the conflict is to focus on the facts instead of interpreting it. For example, if someone stepped on her toes while she was on their way to her cabin, it should be stated that Sarah stepped on my toes not Sarah tried to me off this morning. This anger is an emotional response - an emotion that he controlled, not Sarah.10. Identifying barriers to change from HappeningAccording to HR Daily Advisor, identifying barriers to change helps you define what can be changed, what you can't, and you can get around these bottlenecks.Organizations can hire the best mediators or experts in personal development, but until they recognize and address the barriers that prevent change, all efforts to resolve the differences will fail. You can't treat or administer medication without a medical diagnosis, you can't start changing processes and ideas without unlocking why there are frictions between the two parties.11 Initiate a conflict management policyNot any workplace conflict should degenerate into a news-filled business. But to an atmosphere of mutual respect and understanding in the workplace, there must be acceptable behavioural documentation and measures to be taken if interpersonal conflict comes out of hand. These predictions of behaviours or expectations are usually documents also known as employee policies or manuals. A conflict management policy is a beacon that helps you navigate disagreement of different levels and stakes, and an organization should not be left without one. The bottom linelt is perfectly normal to experience conflicts. A healthy conflict inspires growth and innovation as it draws the gifts within you. The key is to recognize the transition from healthy to unhealthy and begin steps to restore balance to existing relationships. More tips on resolving conflict at workFeatured photo credit: rawpixel through unsplash.com unsplash.com