|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strategic  | Organisational | Individual | Behavioural | Critical Thinking |
|  |  |  |  |  |
| Conflict Bell curve | SWOT | JOHARI | Interests | Re-framing |
| Nature of conflict | (JOHARI) | Identities | Biases | Pre-mortem |
| Stakeholder/Network analysis | Stakeholder/Mapping matrix | Linguistics | Interaction analysis | Influence analysis |
| Strategic barriers | Organisational barriers | Culture | Body Language | Red teaming |
| PESTLE | Mission | Schemas | Psychological barriers | Self-reflection |
| Bigger bosses | Organisational structure/power centres | Beliefs and Values | Adapting styles: leading, telling, directing, coaching, mentoring, advising etc | Problem type identification |
| International context | Logistics & Resources | Conflict style: Competing Collaborating Compromising Avoiding Accommodating (Thomas Kilmann) | Emotional Intelligence | Decision-making tools |
| Geography, socio-economic etc | Aspirations & internal constraints | Motivation: sense of Achievement, Belonging, Control etc | Openness/Deception motives | Identifying biases |
|  |  |  |  | Create Action plans |

**Analytical tools to analyse and understand conflict**

(Goodwin 2020)