

The background of the slide is a close-up photograph of succulent leaves, likely from an aloe vera plant. The leaves are thick, pointed, and have a light green color with prominent veins. They are arranged in a rosette pattern, with some leaves overlapping others. The lighting is soft, creating a gentle gradient across the leaves.

Tending Our Soil: Practices for Fostering a Healing and Generative Conflict Culture

Conflict

The **struggle** between at least two **interdependent** entities (individuals, groups, programs, institutions, nations) who **perceive incompatible** goals, ideas, or self-concepts

“Conflict, after all, is rooted in difference and people are and always will be different.

Therefore, how we understand conflict, how we respond to conflict, and how we behave as bystanders in the face of other people’s conflict determines whether or not we have collective justice.”

- Sarah Schulman

Default Practice



“Default practices are the deeply rooted behaviors that we do automatically, consistently, and unconsciously in response to any given situation.”

- Generative Somatics

Somatic Reflection

Journal: What is my default practice in response to conflict at work? Where did I learn this practice?

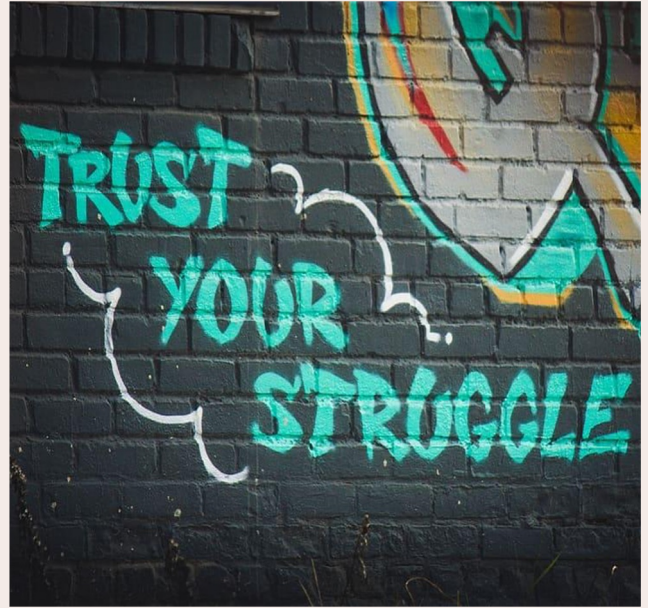
Somatic Practice

What default shape does that practice take in my body? How has or does this shape serve me?

Generative Conflict

Generative: to open to **creative** possibilities; to **give birth** to something new (consciousness, understanding, ideas, actions)

Generative Conflict: the **expressed struggle** between at least two **interdependent entities** that leads to the **creation** of something new (ie: possibilities, intimacy, consciousness, healing, etc)



Organizational Lens

If your school, organization was a body, what would be its default shape in conflict?

Practices for Fostering a Healing and Generative Conflict Culture

Address Harm
Conflict

- Apologize and Communicate Boundaries
- Create Space to Learn from





THANK YOU!!
