

Mia Guides Conflict Resolution Process

Guides are encouraged to resolve interpersonal issues satisfactorily among themselves whenever possible. Guides are encouraged to meet and follow these suggested steps; the meeting could involve the Mia Educator if necessary or desired.

Before the meeting

1. Make arrangements to meet at a mutually convenient time and place.
2. Create a written statement giving your perception of the conflict. Include the desired result for working together as guides in the future.

During the meeting

1. Read your statements to one another about the conflict.
2. After coming to agreement about the nature of the conflict, discuss a desired resolution that will help avoid conflict in the future.
3. Strive for each guide to feel comfortable about discussing and resolving the conflict as well as finding a way to have an improved relationship following the meeting.

After the meeting

1. Summarize the meeting in your own words; describe the steps agreed upon to resolve the conflict and create a better relationship moving forward. Share your summaries with one another within a day or two.
2. If either person finds the resolution unsatisfactory, you may ask the Mia Educator to mediate at another meeting, scheduled at a mutually convenient time and place.

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