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Conflict will be of  
interest to those who  
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understanding of the  
process of  
interpersonal conflict,  
and general techniques  
for interpersonal  
conflict management.  
This work is divided  
into eight chapters,  
with indices,

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## **Summary of "Interpersonal Conflict" | Beyond Intractability**

In Chapter Three, Hocker and Wilmot discuss the role of power in interpersonal conflict. They begin by observing that people have very different attitudes towards power. Some take a positive view of power, and associate it with self-control, charisma,

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political skill, or control  
over others.

**Summary of "Power  
in Interpersonal  
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internal strain that  
creates a state of  
ambivalence,  
conflicting dialogue, or  
lack of resolution in  
one's thinking and  
feeling.

Interdependence.

According to Wilmot &  
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engage in Expressed

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Struggle and interfere with one another because they are Interdependent. Perceived Incompatible Goals.

**Interpersonal  
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The following model is a slight modification of the process model of Thomas (1976, 1979). It's a useful way of viewing conflicts.

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Conflicts are considered to occur in cycles or episodes, each of which may be quite short, e.g., a few seconds or minutes.

## **Introduction to Conflict Management**

William Wilmot is Professor of Communication at the University of Montana and is a practicing organizational mediator and conflict

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manager. Joyce L. Hocker, a practicing family mediator and conflict manager, is a psychotherapist in Missoula, Montana. Customers also viewed these products Page 1 of 1 Start over Page 1 of 1

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This short paper is designed to (1) further your understanding of Wilmot and Hockers definition of conflict, (2) help you analyze these concepts in a real-life conflict, and (3) improve your competency in managing a conflict.

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