

Part 2 – Reconciliation Plan

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1. Identify the stakeholders in the conflict.

The main concern in this conflict is the money I lent to my friend, which he did not repay. It was agreed that the money would be repaid within three months, but when this period elapsed, the money was not returned. As much as I tried to make my friend understand that he had agreed to buy the item and pay for it later, he has not repaid the amount and has no intentions of coming up with a new plan. Silence has frustrated me in the house because what is supposed to be a family should be clear on who owes whom what amount of money. It has grown into some distance in our relationships so that neither of us feels comfortable interacting as we did before.

2. Describe the personal issues or offenses in this conflict.

In addition to financial implications, the conflict has created emotional stress because my friend was unfriendly and defensive during our communication. I feel angry because they betrayed me, and I could not tell them the truth and believe in their friendship. The failure to respond makes me feel unimportant and like nobody cares about my opinion or what I think is right. I also get annoyed with them because I have been more patient and more understanding than they are. Therefore, this has created a distance between us, and friendship cannot sustain itself without solving these problems.

3. Write down everything you can think of that is noble, correct, or admirable about the other person in this dispute, including good memories or ways God has blessed you through that person.

Nonetheless, as my friend, he has many good qualities that I will always respect and cherish even if we are on opposite sides of the battle line. He has been helpful in other aspects of life and accommodating and friendly when I'm too occupied to socialize. At the same time, I remember the moments when he expressed their warm kindness, so I know that this single disagreement does not define them. I also understand that God put this person in my life for a purpose, which could be an opportunity for us to learn. These positive aspects of our friendship make it easy for me to leave this conflict with grace rather than bitterness.

4. What rights, legally or morally, do you have in this situation?

From a legal perspective, I have the right to demand the repayment of the loan since we agreed verbally. If the loan had been documented in writing, I could go to court to recover my money, although this is the last thing I wish to do. My moral prerogative is to demand specific standards from my friend, including honesty and integrity, especially in financial matters. But at the same time, I understand that I must make the right decision with adequate patience and fairness. I know I have rights, too, and I am okay with the resolution that would satisfy both of us.

5. Which of the personal issues or offenses described can you overlook? Which of the material issues described can you give in on?

I can disregard the feelings of frustration and disappointment because I know that the situation is financially stressful and that it could overwhelm anyone. I can also understand that my friend is defensive because most people who have to borrow money feel ashamed or embarrassed when they cannot repay it. Although I have not mentioned this tendency, the problem of communication is one of the key questions that should be discussed to maintain friendship. About the material interest, I can compromise on the time frame of the repayment by

extending the due period or even taking part payments. Negotiation may also help reduce this tension and find a middle ground to solving the dispute.

6. Which listening skills do you struggle with: waiting, attending, clarifying, reflecting, or agreeing? Write down some things you will do or say to overcome these weaknesses.

Waiting for a reaction is something that I still have difficulty dealing with since I always want the other person to express themselves immediately rather than have a brief period where they contemplate. I also have difficulty explaining certain things without the risk of being misunderstood, which is essential when passing information. To overcome such weaknesses, I will ensure that I become an active listener and allow my friend to speak without interrupting him. I will also ask questions, probing for clarification from the participants, like "Can you help me understand your perspective?" instead of assuming I know their reasoning behind all of this. Moreover, I will ensure that I paraphrase what they are saying to me to ensure I have understood their grievances correctly.

7. How can you show that you are trying to believe the best about the other person (i.e., making charitable judgments)?

I can also tell myself that my friend may be under much financial pressure or have other underlying issues I do not know of. Instead of taking it personally and concluding that they are deliberately ignoring me on the issue, I can understand that they might still be searching for a solution. When confronting them, I will use gentle language without an aggressive or punishing tone. I will also appreciate any actions one has taken to make a positive change, no matter how small, to indicate that I understand their struggles. This way, instead of arguing even more with him, I can always keep a charitable attitude and have a positive dialogue.

8. Which worldly weapons have you been using, or are you tempted to use, in this situation?

I have been tempted to use avoidance as a worldly weapon by avoiding my friend instead of confronting him. I, too, have been passive-aggressive; for instance, instead of facing the issue of money, I started making sarcastic remarks about it. Also, I wanted to gossip about my friend to others, which does not help solve anything. In the future, I will avoid such negative behaviors by adopting direct communication without offending my coworkers. To do so, I want to find a compromise to overcome the conflict without paving the way to more frustration and resentment.

9. Have you been using your tongue to bless your opponent or to speak critically of them? How could you breathe grace to them in the days ahead?

To some extent, I have accepted frustration as the lens through which I look at my friend, which has sometimes made me feel negative. Although it is impossible to express negativity towards them directly, I have thought ill of them, hindering me from being kind towards them. Instead, I will avoid saying anything bad about them in the coming days and pray for them. I will avoid dwelling on their mistake but rather look forward to how I can motivate them. Hence, by extending grace, I aim to maintain the opportunity for reconciliation.

10. To whom can you turn for godly advice and encouragement?

I can go to a trusted person, such as a pastor or a friend who has dealt with conflict-solving. In this case, I can seek guidance from the holy scriptures and pray for guidance on the best ways to handle this situation with tolerance. Therefore, this shall assist me in following advice that directs me to seek God's guidance to ensure that I do not get carried away with emotions, which lead to bargaining. I would also like to surround myself with people with a

constructive approach to conflict to avoid being surrounded by negative people during conflict.

In this way, I ensure that my content speaks for itself and reflects what I stand for.

11. What can you keep on doing in this situation? Is that right?

I can continue respecting my friend's opinions while engaging with them in patient conversations. I can also remain submissive to ensure that we settle the issue instead of causing further strain in the relationship. Also, I will stay humble and pray for divine direction for the right actions and deeds that will lead to grace and reconciliation. If my friend does not respond as anticipated, I can still manage my behavior politely and focus on solutions. Perpetually, it means doing the right thing, which entails that people let go of the spirit of vindication.

12. Would it be wiser to communicate in person, on the phone, or using a letter? Why?

Seeing that this conflict has an emotional overtone, the best way to address this issue would be to talk face-to-face. Face-to-face communication offers the opportunity to be specific regarding what is said, expression of non-verbal cues, and instant follow-up. However, if the friend is not ready to meet me physically, meeting over the phone could be another option. It could also be helpful if the written word is used occasionally because I could always pick my words and choose expressions that prohibit a mutual escalation of animosity. Finally, I will select the method that ensures everyone is frank and communicative.

13. Clearly articulate your plan for resolving this dispute over the next two weeks.

In the next two weeks, I will arrange to talk to my friend about the conflict in a rational and favorable tone. Then, I will always speak my mind and give them a chance to tell me how they feel. If this is the case, I shall propose payment options enabling him to repay without straining himself. I will also listen to their grievances, and we shall collectively find the best

solution to the problem. In any case, we have decided; I will respect the decision and remain friends with you.