Year of Conflict Transformation

Change Goals in Conflict Transformation

Personal
• Minimize destructive effects of social conflict and maximize the potential for growth and well-being in the person as an individual human being at physical, emotional, and spiritual levels.

Relational
• Minimize poorly functioning communication and maximize understanding.
• Bring out and work with fears and hopes related to emotions and interdependence in the relationship

Structural
• Understand and address root causes and social conditions that give rise to violent and other harmful expressions of conflict.
• Promote nonviolent mechanisms that reduce adversarial confrontation and that minimize and ultimately eliminate violence.
• Foster the development of structures to meet basic human needs (substantive justice) and to maximize participation of people in decisions that affect their lives (procedural justice).

Cultural
• Identify and understand the cultural patterns that contribute to the rise of violent expressions of conflict
• Identify and build upon resources and mechanisms within a cultural setting for constructively responding to and handling conflict.

John Paul Lederach, *The Little Book of Conflict Transformation*, p. 27