

The Relevance of Vulnerability to Dispute Resolution

- There is an emotional dimension to every dispute.
- Ignoring or resisting the emotional dimension contributes to impasse.
- Ignoring or resisting the emotional dimension prevents the discovery of the best resolution.
- The emotional dimension demands vulnerability.
- Lack of vulnerability contributes to identification with our defenses
- Vulnerability is a *sine qua non* of intimacy



The Putative Conflict and the Real Conflict

The 'conflicts' of most people are actually attempts to avoid the *real* conflicts. They are disagreements on minor or superficial matters which by their very nature do not lend themselves to clarification or solution. Real conflicts between two people, those which do not serve to cover up or to protect, but which are experienced on the deep level of inner reality to which they belong, are not destructive. They lead to clarification, they produce a catharsis from which both persons emerge with more knowledge and more strength.

-- Erich Fromm, *The Art of Loving*