

Conflict at work comes in several forms. First, there are the people who pretend there's no problem when there's an obvious problem. They may say something like: "I don't see an issue here." When you try to explain, you're hit with: "You're being illogical." When things escalate, this becomes the ultimate insult: "You're too emotional." (Women, beware.) Turning the conflict around so it's about you is a tactic—a crazy-making tactic. No matter what you do, you're seen as unreasonable or you're labeled as the one picking a fight. In this scenario, they win and you lose.

Another common approach to conflict at work is outright aggression. People who habitually choose this approach are bullies. They are the hyper-competitive, anything-goes, take-no-prisoners, narcissists among us. These people prove their worth by dominating. They're especially dangerous because they often have vicious followers who do their bidding. When these bullies get mad, watch out.

Then there's my least favorite tactic of all—passive aggressiveness. Passive aggressive people seem to be supportive, logical, and even helpful—until you read between the lines. Their attacks don't seem like attacks because they are so good at hiding their word-weapons. Sometimes, you don't even know you've been hit until later. Fighting with these people is like shadow boxing.

Disagreements and even true conflict are inevitable at work, for some pretty good reasons: the constant flood of information means that we are always touching different parts of the elephant and constant change requires constant debate. In a perfect world, we follow the textbook advice, treat these sources of conflict logically, behave like adults, and get on with it.

The problem is, we're not working in a perfect world, and none of us is perfect. We each bring our own baggage to work each day. And, some of our issues rear their heads again and again. At the top of my list of sources of work conflict are: personal insecurity, the desire for power and control, and habitual victimhood ▲

Organizational conflicts: causes and impacts

Conflict has several forms. First, the people who do not care about an issue. If someone explains it, he will be said as illogical and will be labelled as fighter. Hence, they win. Another approach is outright aggression. They bully others and dominating themselves by their vicious followers. The next is passive aggressiveness. These people look supportive, logical and helpful. They are good in playing with words and their speaking astound the people. Some conflicts are beneficial because one gets information through constant debate. So, be mature and get along with it. No one is perfect and carry their own beliefs to work place. Some sources are personal in security, power & control and victim hood.