





**The impact on an IT project if there is conflict within the team and strategies to resolve the issue**

# **Conflict**

*Conflict is a natural disagreement resulting from individuals or groups that differ in attitudes, values or needs. Conflicts can be, and , many times, are counter-productive. Sometimes, however, conflict may lead to positive outcomes (honest discussions, for example).*

## Possible Causes of Conflict

Conflict in the workplace, like a simple disagreement between team members, if unresolved, may escalate into avoidance, inability to work together, verbal assaults, and resentment.

### Management Style

There are many styles of management. Some are more autocratic, some are more participative. The style of management can lead to conflict if it is not appropriate for the situation or the people involved.

For example, a manager who is very autocratic may cause conflict with team members who value a more participative style.

Similarly, a manager who is very participative may cause conflict with team members who prefer a more autocratic style.

Therefore, it is important for managers to be aware of their own style and to adapt it to the needs of their team.

By doing so, they can avoid many of the causes of conflict in the workplace.

Conflict in the workplace is a natural part of life. It can be caused by many factors, including management style.

By understanding the causes of conflict, managers can take steps to avoid it and create a more harmonious workplace.

Conflict is not always bad. It can be a source of innovation and growth. However, it can also be a source of stress and conflict.

Therefore, it is important for managers to be aware of the causes of conflict and to take steps to avoid it.

By doing so, they can create a more harmonious and productive workplace.

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### Clash of Personalities

People have different personalities and values. Some are more outgoing, some are more reserved. Some are more assertive, some are more passive. These differences can lead to conflict if they are not understood and respected.

For example, a person who is very outgoing may cause conflict with a person who is very reserved.

Similarly, a person who is very assertive may cause conflict with a person who is very passive.

Therefore, it is important for people to be aware of their own personality and to respect the personalities of others.

By doing so, they can avoid many of the causes of conflict in the workplace.

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### Lack of Communication

Communication is essential for a harmonious workplace. If team members do not communicate effectively, it can lead to misunderstandings and conflict.

For example, if a team member does not communicate their ideas, it can lead to a lack of innovation and growth.

Similarly, if a team member does not communicate their concerns, it can lead to a lack of trust and respect.

Therefore, it is important for team members to communicate effectively and to respect the communication needs of others.

By doing so, they can avoid many of the causes of conflict in the workplace.

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Ways to Manage Conflict

By delaying or without a team...

Compr...