

TYPES OF INTERPERSONAL CONFLICT AT WORK

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Types of Interpersonal Conflict at Work

Tagged with: [Conflict Resolution](#), [Leadership Training](#), [Team Building](#)

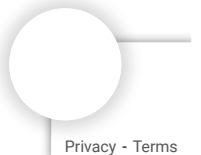
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At A Better Leader, we've written extensively about conflict in the workplace — everything [what causes conflict](#) to the [conflict resolution process](#). We provide [online leadership training](#) to help you [deal with conflict](#) and resolve it while maintaining a positive work environment. Naturally, we wanted to include the different types of interpersonal conflict that you may see at work. Interpersonal conflict refers to any type of [conflict involving two or more people](#). It's also different from an intrapersonal conflict, which refers to an internal conflict with yourself.

While conflict is a natural part of our everyday lives, it doesn't have to be something that is always approaching in the workplace. Suppose your organization has an effective plan in place with [practical leadership training](#) that all can quickly adopt. In that case, conflict resolution becomes a skill that each of your leaders has a deep understanding and confidence in. A Better Leader has helped multiple organizations to improve their employee engagement, and we continue to work to help employers strengthen their leaders and, therefore, the bond between leaders and team members at all levels.





What is Interpersonal Conflict?

As we stated above, interpersonal conflict is any form of conflict (and it can be emotional, personal, or professional) between two or more people. Conflict is common in all facets including at home, within your family, and in the workplace. Of course, it's imperative to [skills and knowledge to address and resolve conflict](#) appropriately. But we'll cover the common types of interpersonal conflict and then share some examples for you to look

Types of Interpersonal Conflict

It has been shared that there are [six different types of interpersonal conflict](#).

1. *Pseudoconflict* is a conflict due to a perceptual difference between partners and is easily resolved, an example of which is badgering, light teasing, taunting, and mocking behavior.
2. *Fact conflict* is a conflict due to a dispute over the truth or accuracy of a piece of information.
3. *Value conflict* is a conflict due to disagreements about deep-seated moral beliefs.
4. *Policy conflict* is a conflict that is due to a dispute over a plan or course of action.

5. *Ego conflict* is a conflict that is due to both parties in a disagreement insisting on being the “winner” of the argument.

6. *Meta conflict* is a conflict that is due to disagreements about the process of communication itself during an argument.

These are the different types of interpersonal conflict that you can expect in the workplace.



Interpersonal Conflict Examples

As we stated above, interpersonal conflict can include any type of physical, emotional, professional, or personal type of conflict between individuals. We will specifically cover examples of conflict you may see in your workplace so that both employers and leaders know the signs to look out for. It's critical that your leaders feel confident acknowledging and addressing conflict to [improve your overall workplace culture](#), help keep employee engagement and retention levels high, and therefore keep productivity levels high.

1. One interpersonal conflict example would be a supervisor/manager vs. the employee over a paycheck. The employee believes they deserve a raise, while the supervisor

coworkers) disagrees that their productivity levels warrant this pay increase. This work conflict you may frequently see in the workplace.

2. A group of employees who have been asked to work on a project together cannot agree on the best way to navigate their project. This leads to an argument between a handful of coworkers where none of them are willing to concede or change their minds.
3. An employee is promoted based on their performance and sales trends over recent years. Another employee feels that they deserve the promotion instead. The leadership team does not believe both employees are deserving and need to discuss this with the vocal employee.
4. A group of coworkers, including several men and a handful of women, are working on a project together. The men have decided to work more closely with one another, and the women feel that their voices are not being heard, despite several attempts to talk to the group as a whole. One of the men tells another coworker in the group that they feel their ideas are better than the women just "aren't as smart" when it comes to this line of work.

These are just a handful, not an exhaustive list, of the many different interpersonal conflict examples that you may see in different workplaces. Of course, it's not a secret that less than ideal workplace would be ideal – however, that is not always something you can control. Each of your team members is a unique individual with different beliefs and feelings, and that means that personalities aren't always going to mesh perfectly. This is nothing to be concerned about. First, it's essential to partner with your [Human Resources team](#) so that this is something you can consider in the hiring process. Next, make sure that your organization is offering [team-building](#) morale-boosting activities, [maintaining an open-door policy](#), and allowing your employees to [voice any feedback they have](#). These can certainly help foster an inclusive and positive work environment and decrease the chance(s) of workplace conflict.

Handling Conflict in Your Workplace

If your organization could use assistance with conflict resolution, A Better Leader would be happy to help. It's never too late to implement [leadership training on conflict resolution](#) that allows leaders to communicate effectively, connect with employees, and motivate their teams.

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