


Types of conflict

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Types of Conflict

- ▶ **Approach–approach conflict:** occurs when you must choose between **two desirable outcomes**.
 - ▶ **Avoidance–avoidance conflict:** occurs when you must choose between **two unattractive outcomes**.
 - ▶ **Approach–avoidance:** exists when ONE event or goal has both **attractive and unattractive features**.
 - ▶ **Multiple approach–avoidance conflicts:** here you must choose between two or more things, each of which has **both desirable and undesirable features**.
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Approach–approach conflict:

- ▶ In this type of conflict individual will have two desires with positive valence which are equally powerful. For example, a person has two attractive job offers and he has to choose any one of them– tension arises.
- ▶ Such conflicts are not so harmful, because after selecting one, the other one automatically subsides or loses its importance to him. But in some situation choice will be very difficult. For example, a girl has to choose either loving parents or a boy friend for inter–caste marriage. Such cases are like 'you cannot have the cake and eat it too'.
- ▶ The individual will be psychologically torn and may lose equilibrium. This type of conflict is diagrammatically represented in Figure.

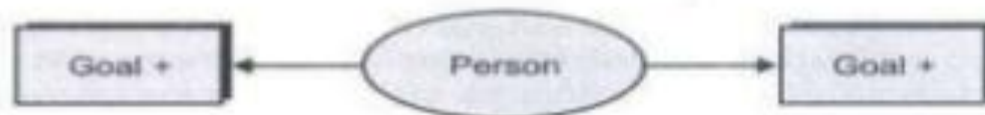


Fig. 4.3: Approach-approach conflict

Avoidance-avoidance conflict:

- ▶ This conflict involves two goals with negative valence. At times the individual is forced to choose one among two negative goals. In such conflicts, both are unwanted goals, but he cannot keep quiet without opting also. For example, a woman must work at a job which she dislikes very much or else she has to remain unemployed.
- ▶ Here the individual is caught between two repelling threats, fears or situations. When she cannot choose either of them she may try to escape from the field itself. But the consequences of the escape may also be harmful. For example, a person who cannot convince the mother or the wife may resort to Alcohol consumption which is otherwise dangerous or some people may even commit suicide. Such type of conflict is diagrammatically represented in Figure
- ▶ In the event of such conflicts when there is no way to escape- some people may find a way to reduce their tension by developing 'amnesia' or defence mechanisms like regression or fantasy.



Fig. 4.4: Avoidance-avoidance conflict

Approach-avoidance conflict:

- ▶ This is also a most complex conflict and very difficult to resolve. Because in this type of conflict a person is both attracted and repelled by the same goal object. Here the goal object will have both positive and negative valences.
- ▶ The positive valence attracts the person, but as he approaches, the negative valence repels him back. Attraction of the goal and inability to approach it leads to frustration and tension.
- ▶ For example, a person is approaching to accept a job offer, because the salary is attractive- but at the same time he is repelled back as the job is very risky. A man wants to marry to lead a family life, but does not want the responsibilities of family life. This type of conflict is diagrammatically represented in Figure.

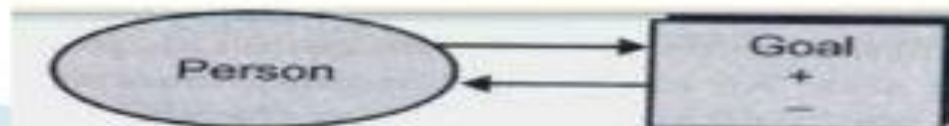


Fig. 4.5: Approach-avoidance conflict

Multiple–approach–avoidance conflict:

- ▶ Some of the situations in life we come across will involve both positive and negative valences of multiple nature. Suppose a woman is engaged to be married. The marriage to her has positive valences like–providing security to life and marrying a person whom she loves very much.
- ▶ Suppose, on the other hand, if the marriage is repellent to her because she has to quit her attractive job and salary, recognition which makes her dependent, the situation builds up tension in her.
- ▶ The resolution of this conflict depends upon the sum total of both valences. If the sum total of attractive valence takes upper hand, she will quit the job and go for marriage; otherwise she may reject marriage and continue the job if the sum total of negative valence is powerful. This type of conflict is shown diagrammatically in Figure



Fig. 4.5: Multiple-approach-avoidance conflict