HBO 17-18 CONFLICT #2

The conflict that I am going to talk about concerns an organisational problem that came out between one of my teachers and I at the secondary school.

All my classmates and I were deciding with the teacher what was the best topic of the Social Science’s programme, because we had to draw up a list in prevision of the final exam.

After two hours of opposite opinions, in which I remained on the sidelines, the teacher proposed the “Globalization process” as the best topic of the year; I came up with an idea: in my opinion, the winner could have been “The study of human feels during the period of Industrialization”. She changed immediately her mood and she started to be very angry, just because I tried to express an opinion, exactly as my classmates did before. She said me I was not respectful to her, because she was the teacher, the head of the class, and I was only a student. She thought the best topic was the “Globalization process” and that could have been the final decision.

From that moment, she started to ignore me every time we had to take a group organisational decision.

All my classmates seemed careless.

I was at the last year and, since I should have dealt with the graduation final exam, I had to find a solution in order not to put in risk my final score.

Therefore, I decided to talk about the problem with the principal. He said me he could just try to invite the teacher to be more patience and careful towards me, because “every teacher follows her personal teaching’s method, so this is hers”.

A consideration that now comes naturally to me is that, when the application of the formal rules reveals to be inefficient, we should resort to equity and equality. In this case, even they revealed to be inefficient.

At the beginning, the situation seemed better, but then it was only appearance. After one week, it was all like before.

I finally decided to accept the situation, just because there were two weeks before the examination, so I could not have improved it a lot.

Actually, my score was lower than it could have been, despite I tried to answer perfectly to the asked questions, among which was also “The description of the Globalization process”.

In conclusion, unfortunately the conflict, originated by the divergence of interests and carried forward by the grudge remained, so to speak, unresolved.

If we just had analysed the causes of the conflict, expressed our feelings and put ourselves in the shoes of the other, we could even got benefits from the unpleasant situation. In fact, we could have increased the group cohesion, evaluated and improved our organizational conditions, in order to get better future decisions.

Since the conflict remained unresolved, we obtained only negative consequences, such as further difficult relationships, feelings of anger, tension, frustration and stress, with the demolition of the performance and productivity of both.