

FUNCTIONS THAT ASCERTAIN THE TEACHER'S PERSPECTIVE TO CONTROVERSIAL STATES

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Abstract

The ability of the future teacher to control himself in conflict situations in the educational process, to eliminate disagreements and anticipate unexpected conflicts, effectively use the principles that determine the fair resolution of mutual relations leads to good results.

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INTRODUCTION

A future teacher's approach to handling conflict situations can be evaluated based on the following functions:

1. **Dispute Denial Function:** This approach involves using strategies to address minor conflicts that don't require extensive attention and where there's no significant risk of escalation. The future teacher might choose to focus on more pressing matters and resolve the dispute by ignoring it. However, ignoring a conflict can sometimes exacerbate the situation, as it may prevent the future teacher from influencing the outcome. When a future teacher disregards a dispute, it can evolve outside their control, leading to unresolved issues and a missed opportunity for resolution. Therefore, it's important for the future teacher to consistently strive for a resolution to any disputes.
2. **Conflict Resolution Function:** The goal of resolving a conflict is not just for one party to emerge victorious but for all involved to reach a satisfactory outcome. Often, future teachers may strive for their own version of the truth to prevail, which can lead to a situation where it's the future teacher's perspective rather than a universally fair resolution that dominates. This approach can conflict with the interests of the other parties and diminish the overall effectiveness of the teaching process. When the resolution is perceived as unjust, it creates a sense of unfairness among the participants, undermining the teacher's credibility and authority. Students may see the future teacher as the source of this perceived injustice, leading to a loss of respect and trust.

To effectively resolve a conflict, a future teacher should focus on a solution that considers the interests of all parties and maintains a neutral, respectful stance. A fair resolution is one where all parties feel that their interests have been addressed and that they have not lost out. The future teacher's role is not to impose their own reality but to facilitate a solution that harmonizes the needs of everyone involved. If the teacher becomes involved in destructive behaviors—

such as intimidation, threats, or insults—this can escalate the conflict and further erode respect and trust among students and colleagues.

The future teacher's function, therefore, is to ensure fairness and maintain respect by addressing all parties' interests in a neutral manner. The ultimate goal is to resolve the conflict in such a way that all parties are satisfied and can move on, leaving the dispute behind and no longer feeling distressed by it.

3. The Role of future Teacher Skills in Resolving Conflicts

In managing pedagogical disputes, a future teacher's ability to navigate and resolve conflicts is crucial. The future teacher can employ several strategies to facilitate compromise and resolution.

These strategies include:

Understanding the Parties Involved: Recognizing the character traits and interests of each party helps in tailoring solutions that address their needs.

Adapting to Interests: Efforts should be made to align with the interests of each party, seeking to understand and integrate their perspectives into the resolution process.

Preserving Interests: Future teachers should aim to maintain the key interests of each party even before the conflict arises, using this foresight to guide the resolution process.

Utilizing Support: Engaging external help or resources when necessary to aid in the adaptation process and manage biases.

Acknowledging Other Perspectives: Recognizing and valuing the interests and viewpoints of the other side can lead to a mutual understanding and acceptance of differing opinions.

When both parties accept each other's views, it often results in a breakthrough where the interests of all involved are considered, leading to a successful resolution. Key behaviors for a future teacher to exhibit include:

Focus on Others' Views: Paying attention to the perspectives of all parties involved.

Openness and Honesty: Engaging in sincere and transparent discussions.

Finding Acceptable Ideas: Identifying and embracing ideas that can be cooperatively agreed upon.

Neutrality and Rationality: Demonstrating a balanced and objective approach in negotiations.

Effective conflict resolution is facilitated by good interpersonal skills, which allow for an acceptable agreement to be reached. However, when one side feels that accepting the other's views results in a loss or harm to their own interests, it can exacerbate the conflict. This may lead to a situation where the dispute intensifies rather than resolves.

The future teacher must avoid aggressive tactics such as manipulating, bullying, or applying undue pressure. Instead, the goal is to ensure that the interests of all parties are acknowledged to some extent. Each party should feel that their most important interests have been considered, even if not all views are fully accommodated.

In many cases, one side may make greater concessions than the other. If dissatisfaction persists, the conflict may subside temporarily but could resurface with renewed vigor, reflecting the ongoing tension in the relationship between the parties.

4. The Role of future teachers in Managing Conflicts Among Students

When addressing conflicts among students, teachers play a crucial role in facilitating discussions between the parties involved. This involves cooperating to identify the issues at hand, exploring various methods and strategies for resolution, and working towards mutually acceptable compromises. The goal is to achieve a "win-win" outcome where both sides benefit from the resolution. However, it is common for those involved in the conflict to misunderstand or misinterpret the process, which underscores the significant role of the teacher in navigating this task effectively.

To foster cooperation in conflict situations, several factors must be considered. These include aligning the parties' viewpoints and opinions, finding common ground that holds value for all involved, and acknowledging shared interests and goals. Emotional and cognitive engagement from both sides is also essential. Future teachers are responsible for managing the relationships between students, colleagues, and school administration during conflicts. Successfully facilitating this cooperation is vital for both resolving and preventing conflicts.

For effective conflict resolution, it is necessary to carefully assess and understand the interests and needs of all parties involved. Measures should be taken to address and fulfill these needs practically, respecting the value systems of each participant. Ensuring objectivity during discussions and considering individual perspectives are also crucial components of this process.

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