



Peacemaking Personality and Mediation

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Are you a peacemaker?

“To be effective as a peacemaker, one has to be in peace with oneself”

What is peacemaking?

Mediation as a mindful approach of conflict

Personality, conflict and mediation

Are you a peacemaker?

Peacemaking is an *informal* activity aimed at prevention, de-escalation and resolution of conflicts.

Peacemakers do not have a formal role or task to assist in conflicts.

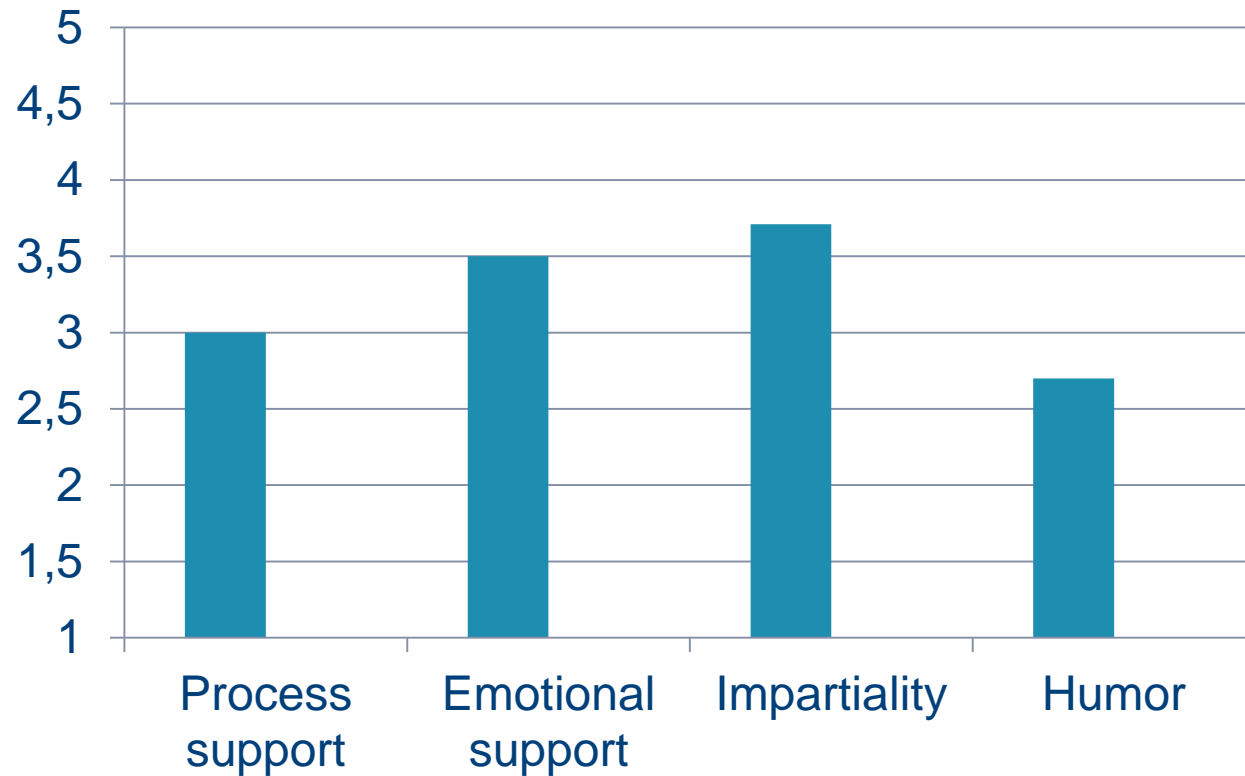
Peacemaking is “*extra role behavior*”.

Peacemaking

Peacemaking consists of four types of responses to conflict

1. *Staying impartial, not taking sides*
2. *Emotional support to the conflicting parties*
3. *Create a positive atmosphere through humor*
4. *Process support to the conflicting parties*

Peacemaking Profile



■ Series 1 ■ Series 2

The mindful mediator

Mindfulness is as an openhearted, moment-to-moment, non-judgmental awareness, or being aware of the present moment with an attitude of curiosity, openness and acceptance.

This is the attitude and presence of a mediator.

Developing mindfulness contributes to the effectiveness of the mediator.

Horton-Deutsch, & Horton, 2003; Prins, Decuyper, Van Damme, 2014.

Personality and the mediator

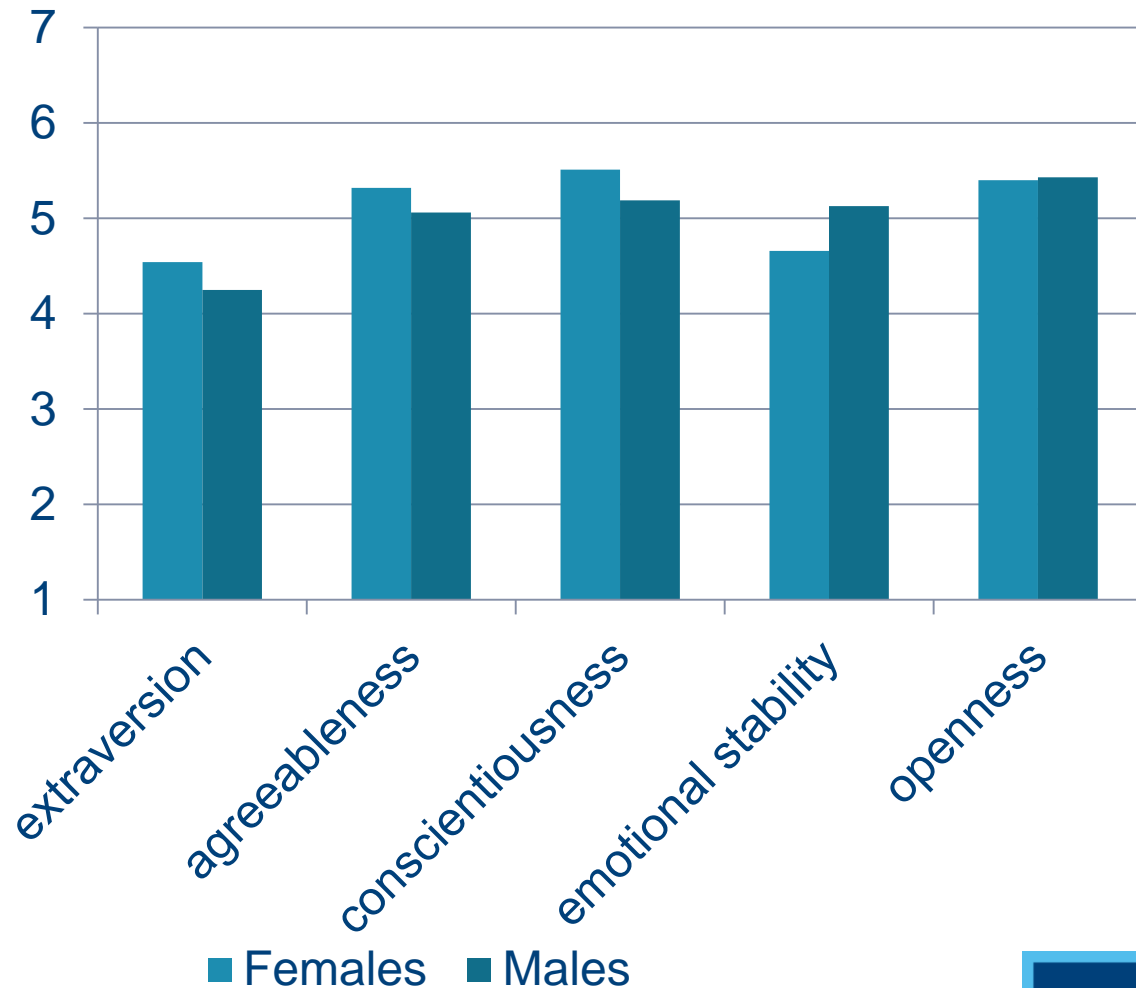
Personality has a relation with

- the involvement in conflicts (conflict prone)
- Conflict stress
- Conflict behaviors
- Third party attitude and behavior

It is the clash of personalities that create the conflict.
And your personality will predict your openness in the conflict, your perception, willingness to listen, ..?

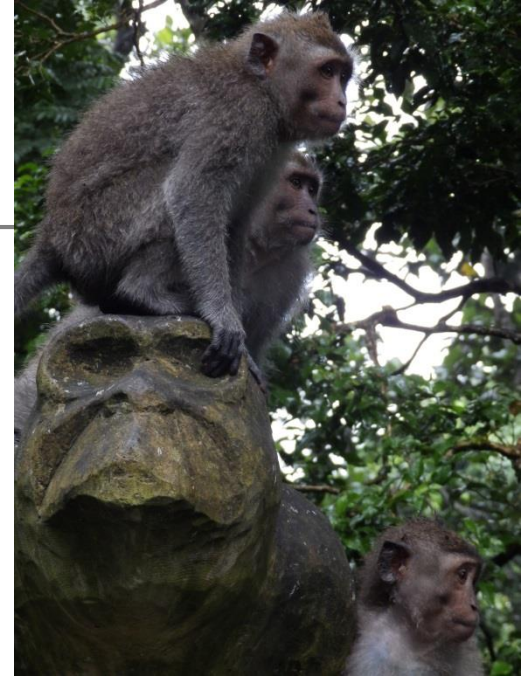
(Sandy, Boardman, & Deutsch, 2006).

Personality, conflict and mediation



Summary

- Peacemaking is essential for a healthy society
- Peacemaking can be stimulated and trained
- Mediators have to be mindful *in the mediation process*
- Knowing yourself and understanding personality of others is essential for peacemaking



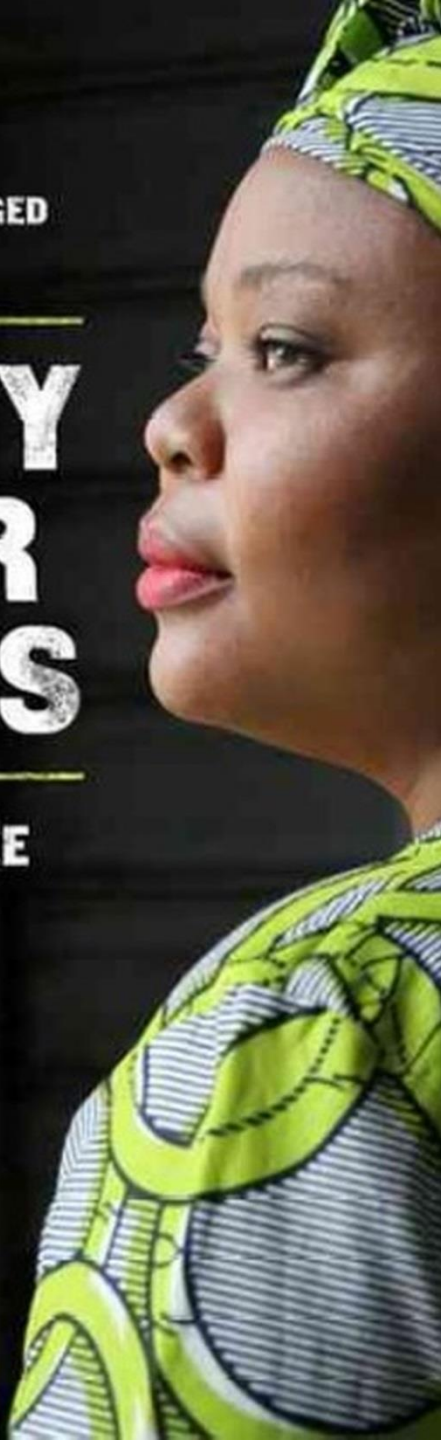
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The story of a true
Peacemaker.

A must read!