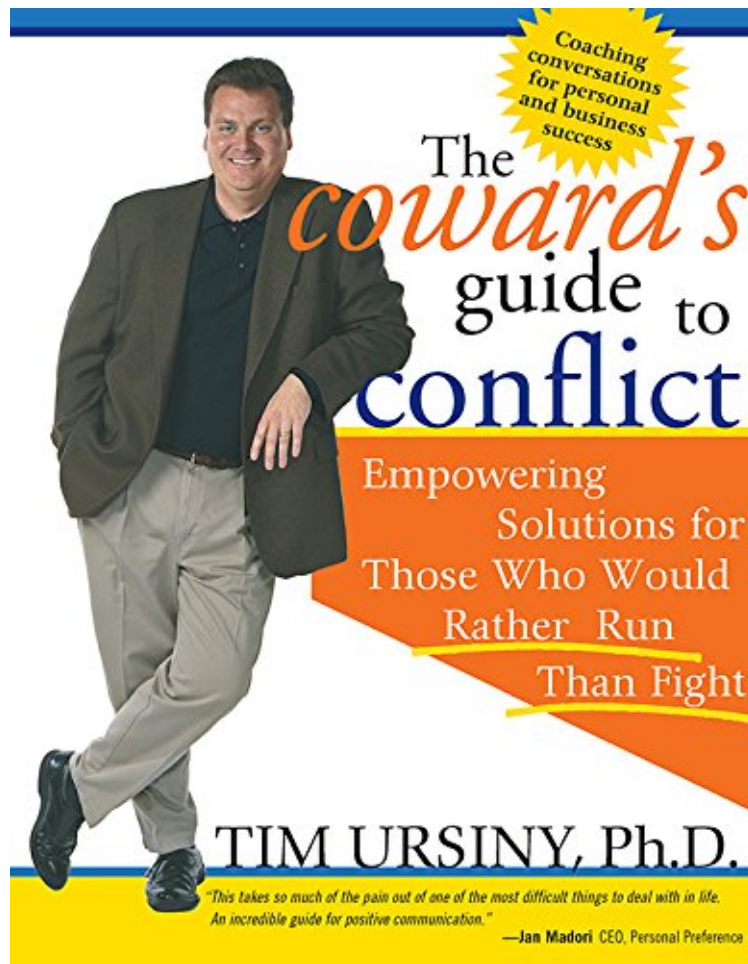


(Mobile library) The Coward's Guide to Conflict: Empowering Solutions for Those Who Would Rather Run Than Fight

The Coward's Guide to Conflict: Empowering Solutions for Those Who Would Rather Run Than Fight

Tim Ursiny Ursiny

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Tim Ursiny Ursiny : The Coward's Guide to Conflict: Empowering Solutions for Those Who Would Rather Run Than Fight before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Coward's Guide to Conflict: Empowering Solutions for Those Who Would Rather Run Than Fight:

4 of 4 people found the following review helpful. Perfect for nice people that want to stay nice as they navigate conflict...By CustomerI absolutely love this book!!! My favorite thing about it is the author himself. The fact that he is a self-proclaimed conflict coward at heart was tremendously helpful. I felt like I was getting solid advice from a kindred spirit that has managed to overcome the same difficulties that I possess in regards to conflict. Many of the things he said completely and utterly resonated with me. Tim Ursiny seems like a really nice guy. His writing style is very pleasant and his approach is very kind. I learned a TON of new ways to view conflict and a ton of new ways to

approach it. I feel much better equipped to tackle conflict and the best part is that it doesn't need to be scary. There are ways to manage conflict that don't require you to be someone that you aren't and that don't require you to be intimidating or aggressive. This book will help you maintain your integrity as a nice and pleasant person without being walked on in the process. You CAN be both a nice person AND someone that doesn't allow others to take advantage of them. I found the book to be very well written. It didn't have any fluff. Each chapter was short and to the point but not lacking in the essential material needed to drive home the concepts. It was an easy read and many times the author was able to make me laugh and lighten the mood around this subject. The exercises included in the end of each chapter are a lot of hard work, but they are absolutely worth doing thoroughly in order to get the full effect of this book. At times, the book asks you to dig deep within yourself to find more out about yourself and it sometimes challenges you to try some things that may seem scary, uncomfortable, or even a bit tedious at times. This is where the value of the book truly lies though. You can read this book all you want, but you really need to get your hands dirty to truly benefit from it. So I recommend taking your time through this book and having the mindset of spending much more time doing the actual exercises than with the actual reading. That's how I approached it at least, and it really paid off to apply the concepts to my own life as I read along. This is one of those books that you're never done reading. I may have "finished" it, but I'm far from putting it down. It will serve me well as my go-to source for keeping my conflict skills sharp and keeping my mindset on track. I'm still far from my goal of being comfortable with facing conflict, but I am well on my way in my journey and I feel like I have the basic tools I need to get to my destination. Thank you, Tim Ursiny! Well done!

2 of 2 people found the following review helpful. Life changing and challenging
By Patricia S I admit it. I am a conflict coward. I am afraid to hurt others and to get yelled at. This book has changed my life. I am still afraid, but this book is thorough in it's techniques in how to overcome the fear of conflict. It tells you when and why you should engage in conflict. It tells you how to have the hard discussions, respectfully and compassionately. The book provides step by step instructions and many examples on how to engage in a healthy discussion.

0 of 0 people found the following review helpful. First chapter helped me immediately.
By Cheryl F. I bought this book specifically to help me deal with a difficult issue at work. The very first chapter helped me realize that my cowardice negatively impacted not just myself, but other employees and was not fair to anyone. I felt relief wash over me as I worked the exercises and am determined to handle this conflict with grace and integrity.

Nobody likes conflict, but you can't avoid it. Top performers just like you face problems every day. If you know how to deal with conflict well, you can turn it into your biggest opportunity for success. *The Top Performer's Guide to Conflict* is your essential conflict handbook, giving you the tools you need to manage conflict and come out on top. Discover:--Why you must know how to handle conflict--How to recognize conflict before it happens--The best ways to deal with difficult people--How to build strength by overcoming problems--Secrets to impacting and leading others--Tools to guide you past conflict
Top performers face conflict head-on and come out on top. You are just a short read away from mastering this essential skill.

From Publishers Weekly
Ursiny, a mediation coach and former practicing psychologist, readily admits that he's a "coward" when it comes to any kind of conflict. He believes that there are many people like himself who wince at the thought of having an argument or avoid confronting work colleagues. Everyone, regardless of their position at work, can learn to handle conflict more effectively. The benefits, according to Ursiny, are immense and include more self-confidence, less anger, greater self-respect and more intimacy. To help readers learn how to change the way they handle conflict, each chapter opens with a brief case study. The author then uses checklists and exercises designed to teach the reader new ways to handle conflict. Ursiny is clever and readers will recognize and immediately understand his hypothetical situations. For example, the author says that people avoid exercise by focusing on the "pain" of getting up early, taking time, or not being able to sleep later or do other things they enjoy more. The motivated person, on the other hand, focuses on how much better he or she will look and feel and the positive reinforcement that other people will provide. Particularly useful is the chapter on "Avoiding the Top Ten Mistakes Made When Dealing With People." Readers will identify with the irate man whose flight has been canceled. This is a wonderfully engaging book that should easily motivate readers to rethink their behavior and conversations both at work and at home.
Copyright 2003 Reed Business Information, Inc. "If you are a coward like me, then this book could be perfect for you. I now appreciate the need for conflict, and I am getting even better at dealing with it."
About the Author
Timothy E. Ursiny, Ph.D., the founder of Advantage Coaching Training, is a success coach specializing in human behavior and achievement in life and in the workplace. He is an expert on communication skills and conflict resolution. Before becoming one of the leading personal and business coaches in the country, he was a psychologist in private practice for seven years. He lives with his family in Wheaton, Illinois.