kind of constructive conflict needs to be encouraged. Below
are several suggestions for determining whether the conflict
is truly constructive.

1. Are the opposing view points honest attempts to solve
problems or achieve goals for the glory of God? Or are these
opposing views reflective of personal ambition on the part of
one or the other or both of the proponents? When personal ambition
is a factor, the conflict is almost surely to be destructive.

2. Is there willingness to hear and discuss all sides of
the issue? This requires the parties involved to try to look at
the matter objectively and thoroughly.

3. Is there a willingness to compromise when such compromise
is in the interests of progress in doing the will of God?

4. In the case of a stalemate, is there willingness to sub-
mit to the decision of the body, or when deadlocked, to the decision
of the leader of the group? Many ministerial teams insist on a unani-
mous vote on a controversial issue before it is adopted as policy.
This is good practice, but it usually requires that some submit to
the majority in rendering their vote.

5. Is there the attitude that when the final decision is
made that opposition will end and the plan adopted be fully supported?

This would include obedience to Eph. 4:26, "In your anger do
not sin. Do not let the sun go down while you are still angry."
Creative people can get worked up over an issue and feel very strongly
about their ideas. It is possible to do this without destroying
others. The way to accomplish this is to direct the energy toward
the problem and refrain from attacking persons.