

conflicts can eat through any carpet, like termites working in the dark; things swept under the carpet will probably eat through the floor, too. The whole foundation of the team will be undermined if this condition is not remedied.

In contrast to these examples of teams where acknowledgement of problems is discouraged or prevented, below are a number of replies from team members that worked in a freer atmosphere.

In answer to the question, "How does your team resolve conflicts when they arise?", several team leaders replied:

1. We address them openly and directly. We deal with them fully (as time allows) until they are solved.

This leader added an explanatory note to the question, "Do you function as the leader of the team?" He said, "But I am not the 'dominant force' at all times. In fact, I seldom play that kind of role." Several of the others who responded to the survey were members of this same team. Their responses compare favorably with his giving evidence of the good relationships that exist and the willingness to be open to one another.

2. We get them out in the open, discuss each other's views, and pray about the situation.
3. Keep talking, take time to arrive at understanding, follow with positive prayer about what has just happened.
4. Pray and talk it through to a mutually agreeable solution. Often we table matters for a week to think and pray about them.

The last suggestion might seem unwise to some, and it would be if the matter was left "on the table." The wisdom of tabling a matter is relative to the nature of the conflict situation. If there is a