

In some cases, when this assignment is given, the counselee will resist admitting any faults, or may come in with a few generalizations: "I'm selfish sometimes," or "Sometimes I get angry." The counselor must ask for more specific items and a more comprehensive list. With some counselees, the bastion of pride does not fall without a struggle.

This method is adaptable for use in resolving team conflicts. The most difficult step in adaptation has to do with the absence of a counselor, or third party in such situations. If the situation is such that church discipline is called for, then the elder or official board could be brought in to work out a solution to the problem. A case where a team member was confronted with sin and refused repentance would occasion such action.

In the case of a missionary team, a field director, or some other missionary with counseling skill could be employed as a moderator. However, unless it is necessary, it would be far better to resolve the conflict without outside help.

The key to accomplishing this would be to have an established procedure that is worked out and agreed upon by all involved. In fact, it would be useful to role play the procedure in harmonious times to familiarize each member with the "how to" of the method. Such fire drills may be helpful in enabling everyone to get out of the conflict alive and well.

It would be the responsibility of the team leader to call a conference. If he refuses to do so voluntarily, for one reason or another, the team members ought to have the right to petition for such