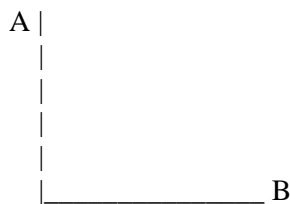
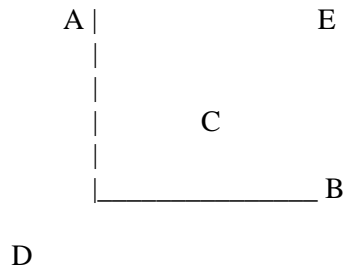


*A Methodology for the Non-Dual Transformation of Conflicts:  
The Work of Johan Galtung (Donald Rothberg)*

- (1) The starting point is an analysis of how conflict appears between two diametrically-opposed sides. In such a conflict, there seem simply to be two incompatible goals. Either one side “wins” and achieves its purported goal or the other side “wins.” It is “good versus evil,” “righteousness versus the oppressor,” me versus you. The situation might be a conflict between two nations each claiming the same land, a choice between two jobs, or a theological dispute.
- (2) Galtung symbolizes such a situation by a grid with vertical and horizontal axes. The possibilities are located by two points, suggesting the only apparent options—either Side A (on the vertical axis) “wins” or Side B (on the horizontal axis) “wins”:



- (3) Yet in every conflict, there are also at least three other possible outcomes. The first is *compromise* (point C), some kind of “meeting halfway” between the two sides. A second further option is *avoidance* (point D), the walking away by both sides from the conflict, without resolution but also without continued fighting or active conflict. A third point (point E) represents the non-dualistic option; it is to find a “*both-and*” or “*win-win*” resolution to the conflict. Galtung symbolizes these three further options with three additional points:



- (4) A “conflict worker” or peace worker helps move toward a “both-and” resolution in which the legitimate needs of both sides are met. However, *any* movement outside of the confines of extreme dualism is generally helpful. Hence, at times, it is skillful to move to avoidance or compromise, understanding these as transitional and limited states. The conflict worker has these qualities:
  - (a) The ability to listen, empathy.
  - (b) Creativity and imagination.
  - (c) Competence in nonviolence.

*Further information:*

Galtung founded Transcend, an international peace network (see <<http://www.transcend.org/>> and <<https://www.transcend.org/galtung/>>): many resources available, including *Conflict Transformation by Peaceful Means* (a 178 pp. manual done for United Nations), found at <[http://www.transcend.org/pctrcluj2004/TRANSCEND\\_manual.pdf](http://www.transcend.org/pctrcluj2004/TRANSCEND_manual.pdf)>.