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1. *Inventory your challenges.* Think about what conflict will get in the way of your good intentions. When you are ready to take on your challenge and make change, set realistic, achievable goals and plan for some interference.

2. *Create personal mantras.* Use mantras when people and relationships cause conflict. The mantra might be "Perhaps you're right" or "I will need to think about that...I will get back to you."

3. *Develop techniques.* Put physical space between you and the conflict which interferes with your plan. Have an exit strategy ready so that you protect the time commitments you have made to achieve your goal. Move to a different room; go for a walk; set a timer.

4. *Recognize and embrace failure.* Achieving your goals is not a direct line on a predetermined or realistic timeline. Failure is inevitable; the degree is within our control.

5. *Create alternative behavior.* If life presents a need to reassess your priority, do so. When something gets in your planned path, step back, take a breath and decide what the real priority is. Knowing which punches to roll with and which to disregard will keep you on task.

6. *Enlist someone to help keep you accountable.* Choose someone you trust, someone you can and will communicate honestly with and who will be honest with you.

7. *Re-evaluate your resolutions and goals* regularly, weekly, monthly or quarterly. It's a great way to keep you from finding its December again and you are making the same resolutions to better yourself in the next year.

8. *Commit to positive changes.* No matter how the changes manifest themselves. Working on positive changes will ensure less conflict over the long haul.

9. *Honor your commitment to change.* Celebrate and congratulate yourself when you successfully manage conflict.



Sending our Best Wishes for a Very Happy New Year!

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