



Navigating the Teen Years

Managing Conflict

Children are constantly testing, attempting to see how much they can get away with – how far you will let them go – and they secretly hope you will not let them go too far.

- Ann Landers

Objectives

- Pick your conflicts
- Parent's role
- Three-step model
- What NOT to do



Pick your conflicts

- Is this battle worth fighting over?
- Win “the battle” lose “the war.”
- “Sponge” parenting
- Parents absorb what their teen “dumps” on them after a hard day or dealing with an issue – recognize what it is and don’t take it personally.
- Don’t turn a venting session into a battle.
- Moral and value lessons are the ones to fight over.



Parent's role

Three types of parenting

1. Permissive

- You focus on being your child's "friend" avoid parenting.

2. Authoritarian

- You demand a lot from your child – military style.
- Do what I say "Because I said so..."

3. Authoritative (most effective parenting style)

- Setting limits – but being reasonable and flexible

Three-step model

1. Accept your teen

- Talk less, listen more – respect who they are.
- Keep the teen and the problem separate – focus on the facts.

2. Set limits

- Be reasonable and flexible.

3. Allow expression

- It is normal to feel negative emotions at appropriate levels.
- Anger is o.k. as long as it is not insulting.

What not to do

- Guilt – do not play the “guilt” card.
- Avoidance – don’t ignore conflict.
- It is not about “winning.”
- Don’t pick wrong place, wrong time.
- Don’t throw in the kitchen sink (fight fair).
- Don’t battle over conflicts with no possible resolution.



Questions?

Thank You

Please contact your Employee Assistance Program with any questions