



Reciprocal Sovereignty: Resolving Conflict Respectfully

Tony Roffers PhD

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Reciprocal Sovereignty: Resolving Conflicts Respectfully, by Tony Roffers, PhD., presents a communication skills model that marriage counselors, attorney mediators, relationship coaches, and corporate managers can use to structure a successful conflict resolution process. The Model, called the B-E-A-R Process (Breathe, Empathize, Acknowledge, Respond), provides a step-by-step sequence useful to anyone who wishes to resolve differences collaboratively while maintaining control of upsetting emotions. The B-E-A-R Process empowers those who use it by requiring each party to communicate respectfully, to listen carefully, and to demonstrate understanding of the other's perspective, even in disagreement. With or without professional guidance, the process minimizes emotional volatility and balances power differentials between the parties while maximizing their willingness to implement their agreements.



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