

What Neuroscience Can Teach Us About Conflict Resolution



Zena Consulting
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The concept of different personalities isn't new to parents with two or more children, or any astute observer who works with a variety of people. From horoscopes and Tarot cards to Myers-Briggs and 360-Degree assessments, humans have searched for ways to communicate effectively with or predict the behavior of those around them.

While the seeds of conflict are often planted when communication breaks down, a new book by organizational psychologist and mediator Jeremy Pollack explores why disputes escalate and how to create lasting solutions in **'Wired for Peace: Using 7 Neuroscience-Based Principles to REsolve Conflicts'**.



Dysregulation Occurs in Humans & Systems

Dr. Pollack draws from neuroscience, social neuropsychology, and predictive-processing theory to explore the critical role our nervous system plays in conflict resolution between individuals and systems.

Dysregulation is a fancy term for when raw emotions and overwhelm drive our reactions or behavior. In children we call this a tantrum.

Pollack argues that underlying issues must be addressed before traditional approaches, (facilitated dialogue, communication training, coaching, or mediation), can be fully effective. He also delves into:

- How our brains shape threat perception, emotional reactivity, and conflict escalation.
- Why different types of conflict, across different settings, share common evolutionary and neurobiological foundations.
- The organizational costs of dysregulated systems, including culture erosion, burnout, turnover, mistrust, and impaired decision-making.

Learn more at www.pollackpeacebuilding.com.

EVENTS



6/19

Black Panther Park

Celebrate Juneteenth in Skyway, WA, at a new park dedicated to the Black Panthers' social justice and community empowerment work.



6/28 @ 11:30-3:00

Pride Parade

Seattle Pride

coordinates LGBTQ+ advocacy and allyship efforts to promote diversity, inclusivity, and community action. See details about this year's parade at www.seattlepride.org.