

From Dr. Larry Dlugosh's *EDAD 903 Issues in Community Relations* course (Spring 2005).

**Sun, Feb 27, 2005 -- *Benefits/Conflict***

Thanks for such "spirited" discussion regarding the issues surrounding the benefits of your organization and the conflicts that hammer at you on a daily basis.

First, remember the benefits your organization ADDS to the life of people in your community. If it wasn't there, the community would be diminished.

Second, if you were not present in your place of work, life would be less tolerable for many of your colleagues and certainly, your students. I know you talked about some uncaring and unsavory characters in your workplaces, but the fact is you are there; let your light shine brighter (Example is still the best lesson). Some people are 'carriers' of good will and some are 'carriers' of bad will - it takes about 7 good will carriers to overcome one bad will carrier (this is my resounding discovery after 40+ years in the education arena - - - not scientific!) Most people LOVE negative news; in an annual poll conducted by the print media, war, death, and bizarre and tragic events are the most popular 'news' stories. Most people do not believe anything as tragic as what they read about (or hear or see in the audio/visual media) can or will ever happen to them so they are content to read about it and be both empathetic and sympathetic for a moment or two; then on to 'my' life.

Is it any wonder conflict captures so much of our attention? I am NOT saying that the conflicts in your organization and mine are unimportant, nor I am I saying they do not need to be dealt with - they do; it is part of every educated person's plight to bring reason and hope to the neighborhood AND it is among the most difficult work on the planet - just don't stop managing conflicts - - - you are in a great position to do it!!!

Aside from all of the politics, bickering, lack of procedures, poor management of discipline and lack of money - - - educators change lives for the better; every day! For every teacher, professor, and school administrator who is a dufus (sp?), there are countless more who provide positive direction, respect the people in their care and do more good work than most people will never know about. This is true in other organizations as well; hospitals, churches, city offices, and even in business.

Always believe in the fact that you can change things for the better - - - you are really the only one who can.

I'm not going 'sappy' on you - it is almost March (the third quarter) and it's been a long winter - - - things are not as bad as most people would like to have us believe. Could things be better? Darn right!!! But that is where you and I come in!!