

Review on Personality Conflicts of Interest

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Abstract

Personality conflict is seen as an inevitably and unavoidable since two or more people were coming together to do something in common. The characteristic or behavior one's constitutes maybe unlikely be abnormal to another, that is the reason conflicts were always be prone to happen as error, mistakes and abnormal social stimuli that affect others which can lead to casters trophies and human unrest.

Personality conflict may be individual fight for their personal goal and loss of sight in their family affairs, individually, socially, economically, financially and organizational goals to be attained, but their personality interest keeps them in conflicts. Whatever happened, unresolved conflicts can bring about dissatisfactions, unhappiness, hopelessness, depression and emotional imbalance, anger, quarrels and fight. This can be even lead to hate, dis-association with some people or emotional withdrawal, resignation from job or dissolution of personal relations, aggression and violence.

Personality conflict can lead to both positive and negative changes in society, community, and work environment or even at school environment. It is advisable to always find a way to resolve any arisen conflict, since unresolved conflict can be very disastrous, loss of life and property, fighting, disagreement, protest and differences in ideology.

Personality Conflicts, as a process involving combinations of closely related beliefs, perceptions, values, interests, and actions involves as a gradual process of adopting dialogue, private consultation, conciliation, mediation, accommodating and collaborating must be adequately apply and steadily be realized at the peak of their mutual understanding between the people that were concerned.

Keywords: personality, conflict and interest

1. Introduction

When we talk of 'Conflict', we are referring to a misunderstanding between two or more people, which sometimes transient into lawlessness, or better still, anarchy. In Contrast, by virtue of individual differences and perceptions, people will always have a course to disagree with each other either expressly (by word of mouth, or conducts), or by implication(indirect causing of harm). Conflict according to common law is described with a Latin maxim as a "sine qua non"-meaning 'inevitable'. Aristotle, a Greek philosopher (384BC-322BC) once said that "...man is a political animal..." He also said that "At his best, man is the noblest of all animals; separated from law and justice he is the worst". What is about all this? According to Prof. Mark A. May cited (Davis, 1929), "the personality is a social stimulus value of an individual " He also reasoned that "responses by others to address, body type, manners, voice, language, social action, define individual's personality" 'In the views of Moody (1988), personality is "the feature behaviors people show to respond to the world and they ways they desire to gain knowledge".

However, in so far as human beings are seen everywhere, and their engagement in various activities, be it socially, culturally, economically, politically or even administratively, there is this inevitability of an arising conflict within and among them. This phenomenon is not a misconception of fact; rather, it is a fact of natural existence and occurrence. Conflicts Conflict can bring about both positive and negative changes in society, community, work environment or even in school. In whatever case, it is advisable to always find a way to resolve any arisen conflict, since unresolved conflict in itself can be very disastrous. Unresolved conflicts can bring about quarrelling, fighting, civil unrest, and war. And these can thereby lead to hatred, economical

imbalance and scarcity of resources, famine, and pestilence. Quarrelling in itself is a remote cause of fighting, and fighting is a main cause of unrest. These two concepts can lead to enmity, civil unrest, and political instability, and worst still, war. Sometime, when people quarreled, they surrounding circumstances may not permit fighting. Then, in such situation, the two parties involved, maybe harboring the feelings to hurt one another. And as a result of this, they may avoid talking to each other. If so be the case, such is the height of cold war, and it can degenerate into unrest of any kind.

However, when conflicts occur, in order to settle such dispute, we have to trace the conflict “abinitio” – the very beginning. Sometimes, it was born out of the language used or the manner upon which issues and personality was approached. And it is only in doing this that we can sure of a solution.

In defining the personality problem as a behavioral problem that is affecting student, family, social gathering or job performance, “language” is a key word to look at. Sometimes, people say some pleasant things in unpleasant manner, and visa viz. There is a popular Biblical saying that “the power to kill and to destroy, lies within the tongue”. Even In the holy Quran, the Muslim faithful’s are being advice by the prophet to watch their tongue in other not to make bad utterances. The ignorance of which is regarded as “haram” meaning sin. Be that as it may, the society owe her citizens, a duty of care to set aside laws and regulations in order to guide against bad utterances in public places, school, bank, etc. By so doing, they will be able to define what is tantamount to behavioral disorder in such given society, and this will to a greater extent help to refine the people, both culturally and academically, and even politically. Similarly, after defining the problem as a specific improper behavior or series of nonchalant attitudes among the people involves. As a society, we need to set limits and create consequences for conflict people rather than rewarding and enabling them to continue to drain resources and recklessly harm whomever they decide to target for their unhappiness.

2. Revisiting Personality Conflict Styles

It is not many people with the above personality conflicts that are lured to high dispute, but some of them are (Eddy, 2008, p. 29). As an organization, family in the society, we want to be concerned about the percentage of the number of people increasing in the conflict. An individuals who feel satisfied with this way of life, adversely create impact in the workplace, government, the court of law, school, health sector and just every facet of life. Their attitudes and manners doesn’t appear in a vacuum. It consequences touches many people every day. They take more than their fair distribute of resources in learning ,difficult to respect the right of others and continue to lay different types of assaults,abuse to each other and their lineage. The personality conflict is parcel and part of who they are. It is a lifelong learning pattern of some people thinking, feeling and acting in accordance of their self-ego. Sometimes they argue over an issues that doesn't matter and it will be against feedback, nevertheless of how helpful or truthful it may be. They try to convince people to agree with their own opinions, views and to help them lunch attack on blaming others. This issue is not permanent but temporary, it comes and go, but their personality traits keep them in conflicts.

2.1 Causes of Personality Conflict

Usually, there is no cause without effect, and also an effect is an end product of a cause. So, conflict do emanates in the capacity of an effect which was give birth by a cause of action. The cause of action can be wrong used of words, oppression, defamation of one’s character, or it could even lead to the violation of one’s right and privileges. Unclear definition of work tasks can also bring about conflict in an establishment. Similarly, in domestic affairs, conflict can arise in different forms. When a man cannot meet up to his responsibility at home by providing for the family up-keep, family welfare/medical, and children basic education, conflict is inevitable. Conflict in this from can come from a disagreement between the man and his wife, or even between the man and his children. In Africa for instance, a man being regarded as the head of the family against all odds, is being seen as the architect of a peaceful home, and a violent infested home. It does go by a general societal saying “the way a man laid his bed, so does he lays on it”. In academic setting, when a lecture ignores his/her job, conflict may come into play between him/she and his/her student. Also, when a student is not actively participating in group assignment, it will also lead to disassociation with others.

Secondly, another source of conflicts is limited resources; time, money, space, materials, supplies and equipment are all regarded as cause of conflicts. The scarcity of any of these resources will indefinitely lead to interpersonal or interdepartmental issues of conflict. When there are few or no resources available to sustain human needs, probably the parties that are involved will not feel satisfied. In the word of Thomas Malthus, while human population is geometrically increased, food supply was arithmetically growing. Thus, was the reason for the chaos that leads arising in lieu of shortage of food in supply? Such shortage can lead to increase and multiplication of crime rate, and other social vices such as rape, and kidnaping/abduction with a ransom in

the society.

Thirdly, sources of conflict may emanates in the form of individuals fighting for their personal goal and their loss of sight in their family affairs or individual or organizational goals to be attained .Everyone want to know how to achieve his/her personal goal, objective, vision and effort so as to be recognized in a society, family, academia and organizational. The projector and solvent of conflict is communication. Therefore, we should always seek the best use of it to bring about peaceful resolution, since the improper use of words is provocative. The communication and conflict resolution skills must be learned and accepted. Sometimes poor communication and conflict resolution styles must be learned, accepted and adopted in any issues arises as conflicts or disputes between two or more parties, and must be invoked with good approaches that link to more conducive, and enabling in creating peace in the work place, school and at home .This have become a contemporary issues affecting many people nowadays either at work environment, school or at home.

At workplace, conflict dynamic and interdependency on the parties involved such as betwixt employee, customer and employee. conflicts in the workplace is avoidable and preventive because it gives room for more co-operation in order to enhance productivity. But if it is not avoided and prevented, it will cause harm or loss to the organization.

At home or domestically, conflicts are of internal and external for example betwixt husband and wife, parents and children, or children to children .And also could be seen betwixt neighbors.

Similarly, there is also academic environment conflict which can sometimes occur betwixt a lecturer/teacher and student, student and his/her colleague, either on the struggle for a common interest or disagreement on issues. The word conflict is a popular terminology when it comes to man, man and his environment, as well as man and his environment. Since conflict is a inevitably concept, it is therefore pertinent to assume that in a coming together of two or more person or persons or gathering of people for a particular ideology, such gathering is prone to conflict. Many people are afraid of conflict, are it workplace, family and in academic settings since it is most times said to be avoidable. Meanwhile, conflict is normal, natural, and its part of our lives, both professionally and personally. So, if handled in the right way, conflict can be beneficial domestically, culturally, politically, and otherwise. Through conflicts, most forms of awareness are being created, positive changes are made in various place of work, families and at social organizations. There are other causes of personality conflicts such as rigid and uncompromising, repeating failed strategies, competition among the parties involves, and negative emotions dominate their thinking, unable to reflect on their own behavior, difficulty to empathizing with others, preoccupied with blaming others without one looking at his own fault. According to Putnam and Wilson (1982), *conflicts are differences of opinion among inter-reliant relations which leads to irreconcilable goals and interests; whereas, Wall and Callister (1995) take it as a process which starts with perception of one party which another party is opposing, or negatively affecting the first party's interests.*

2.2 What Are the Reasons on Conflict of Interest?

One of the reasons for the birth of conflict is as a result of a clash of perceptions, goals or value in an organizational setting, family, school, social gathering where people care about the outcome. It may occurred when parties involves are in the state of confusion or disagreement with common purpose and how to tackle it or achieve it, while also attaining an individual goals within an organization, family, school and any social gathering.

According to Mary Rau (1999–2000) *“Interdependency within an organization feeds the lion of conflict. Open communication is the means by which disagreement can be prevented, managed, or resolved. The lack of open communication drives conflict underground and can create a downward spiral of misunderstanding and hostility. Our ability to accomplish our goals and objectives depends on the cooperation and assistance of others, which increases the opportunity for conflict. No one person can do the job without the input of someone else. When the other person is late, has different priorities, misunderstands directions, or is playing office politics, conflicts are created”.*

Communication is an alternative avenue of meeting to people's opinion on some certain issues and it is an ingredient of dispute or crisis. The more people are communicating, the more potential they will become in a conflict matter. It also enable people involved to understand themselves and other people point of views, needs and perceptions. The people participation to reason alike as team and increasing levels of group, individual involvement within an organization, family ,school and other social gathering will requires a greater need of conflicts resolution.

2.2.1 The Major Issues of Conflicts Are

- Team spirit;
- Individual perception on issues;
- A party having a domineering spirit and reason.

2.2.2 There Are Two Types of Personality Conflict

- Substantive conflict and;
- Personality based conflict.

The substantive conflict can be regarded as addressing the specific problem that is lingering as subject of the conflict matter. Example, 'Ada' cannot complete her assignment until she needs help from 'Kola'. Ada believes that Kola prolongs it until the last minutes forcing kola to do fast the job to enable her submit, which increases kola stress. Kola perceived that Ada put too much pressure on him and sets unreasonable last date. As the conflict arises, the effectiveness and efficiency of the assignment productive reduce. Both student experienced very ugly situation as regards this, but their thought towards overcoming such bad situation is a problem. This is where both parties may wish to adopt the need to manage, intervene and mediate into the dispute.

The Second example is when two people think is a must to use the same pot to cook. In this situation, sometimes, one person made use of the pot with an unusual time frame to the detriment of the other. In this matter, the two people involved can be trained or advised on how to experiment the conflict resolution technique among themselves on how to be scheduled their cooking to accommodate one another at home. A problem that results to adopted the means of resolution between the two parties involves can only serve to empower them and to enhance effective and efficient conflict resolution techniques that can be anchored on peace at home.

The conflicts on personality issues between Alloy and Hilary as a result of approaches and attitudes to talk to one another in the issues of class assignment, to prove who is more competent, and who is not competent in the class performance (competition).

Personality conflicts are perhaps one of the most challenging areas of corrective action. It is not uncommon to have students who simply don't get along well with one another, family, employee or to have one organization that doesn't seem able to get along with others, including yourself. It is critical to understand that we cannot discipline or terminate someone's employment simply because of a "bad attitude" or "poor personality." Define the personality or attitude in terms of behavior and address the behaviors that need improvement.

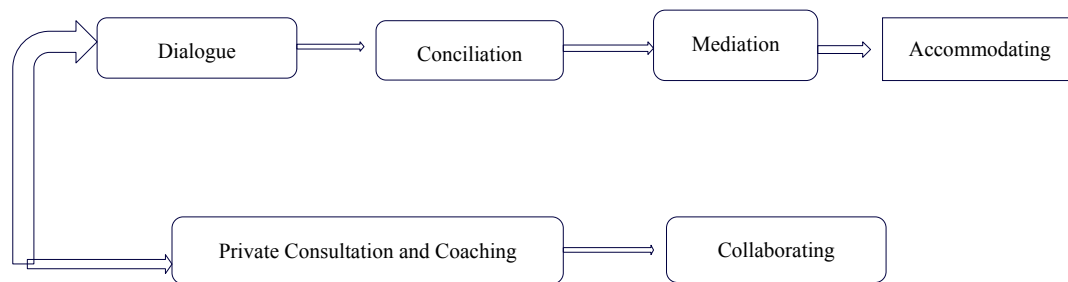
According to" (Robbins et al., 2008, Barrick & Mount, 1991; Judge et al., 2002). Moberg (2001) investigated that Big Five Model has direct impact on individual's conflict handling technique selection. Openness to experience, agreeableness and extraversion are significantly positively correlated with conflict handling style (Antonioni, 1998). The impact of self and partner personality on interpersonal conflict has been examined by researchers. They investigated this relationship between married couples, friends, class fellows and roommates (Buss, 1991; Geist & Gilbert, 1996; Thomsen & Gilbert, 1997)".

There may be conflicts between two workers based on personality differences. In this case, mediation is involved. Nonetheless, it must be addressed comprehensively focusing on circumstantial evidence. Sometimes, the employees so involved are told to work together in spite of their differences and both must accommodate themselves. Although, to some extent such compulsion seems to have some side effects on their work ethics, but be that as it may, both parties must agree to accept their job, which is more important than engaging in conflict.

2.3 Outcomes of the Conflicts

- Anger, quarrels and fighting among the parties involved
- Diminishing social glue
- Loss of personal behavior role models
- A society of individuals (It creates enmity)
- Self-centeredness (I am competent than you)
- Openness to social complaint (Blame and judgmental)

3. Method of handling Conflict



4. Conclusion

Conflict personalities are driven and arisen by living in fear: fear of the unknown, abandonment fright, ridiculing fright, fright of inferiority, fears of exposure and fright of one losing his or her control. Being socially isolated increases both the degree of fear and sense of disconnectedness that doesn't allow them to see their impact on others. Additionally, living in a state of fear significantly contributes to the fight or quarrel (emphasis on the fight) mentalities that conflicting people seem to have. That ignoring this very significant segment of the conflicts in the society cannot bring any transformational progress and development at home, social gathering, school, organization and workplace. Being afraid is okay, but sometimes, our knowledge of a concept to go a long way in helping us create a fact which invariably, help us to overcome our fears. Conflicts, as a process involving constellation of closely related beliefs, perceptions, values, interests, and actions involves a gradual process of adopting dialogue, private consultation, conciliation, mediation, accommodating and collaborating must be gradual and steady to realize the peak of their mutual understanding between the people that are involved.

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