



FY18 – 4th Quarter

Encouraging Communication Through Mutual Respect

ADR also means “A Dialogue Resource”

UPCOMING TRAINING OPPORTUNITIES

About the OADPR

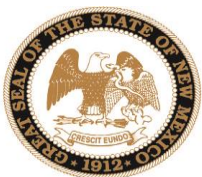
The 2007 Governmental Dispute Prevention & Resolution Act (GDPRA) created the Office of Alternative Dispute Prevention and Resolution (OADPR) to promote early dispute resolution and positive collaboration among state employees and agencies through the development and support of effective and efficient programs and policies. Today, the Office operates and is known as the **Alternative Dispute Resolution (ADR) Bureau** of the Risk Management Division (RMD) of the NM General Services Department (GSD).

Visit our website at:
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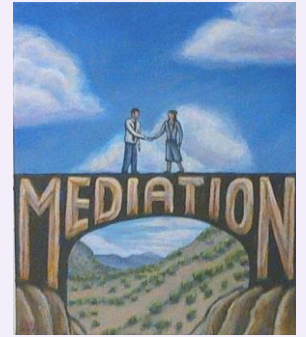
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NEW MEXICO
GENERAL SERVICES DEPARTMENT



"Forgiveness is the fragrance
the violet sheds
on the heel that has crushed it."
- Mark Twain



Is CONFLICT getting in the way with your colleague, your supervisor or your employee? The ADR Bureau is here to help. Try us.

ADR TRAINING:

FREE WEBINAR: The U.S. Department of Justice presents: Verbal Atemi - A Technique for Creative Disruption *(click on link to learn more)*

Wednesday, July 25, 2018 (noon - 1:30 pm EDT)

ATEMI is a concept contained within the Japanese martial art of Aikido. An Atemi is a strike used to unbalance or disrupt a pattern of intent. This workshop will explore the concept of verbal Atemi through stories taken from the conflict resolution text, *Sweet Fruit from the Bitter Tree: 61 Stories of Creative & Compassionate Ways out of Conflict* by Mark Andreas. Join Aikido black belt and seasoned conflict resolver Stephen Kotev to learn how to apply verbal Atemi successfully to high-conflict situations in order to creatively disrupt and redirect a dangerous, unhelpful or counterproductive pattern.

Coming Soon:

Conflict, Communication and Change *(click on link to learn more)*

40-hour Beginning Mediation Certification *(click on link to learn more)*

Graduates of this class will serve as volunteer mediators in our program. Interested in this or a future class? Complete the following form to get on the wait list: **Participant Commitment/Organizational Approval Form - 40-hr Beg. Mediation Training** *(click on link to learn more)* and e-mail to adr.bureau@state.nm.us

Classes are FREE to state employees and space is limited.

If you would like to be considered for any of these classes or need more information, please e-mail us at adr.bureau@state.nm.us with your contact information and class preference.



Learning to forgive

by Anna Lambert

The practice of forgiveness has been shown to reduce anger, depression, and stress and leads to greater feelings of hope, peace, and self-confidence. What better reasons to embrace forgiveness in your life...

When it comes to health-enhancing products freely available on the open market, surely one of the best is a healing "ointment" that has been around since time began. A fortunate few of us are able to acquire it naturally, but for many it has to be entirely man-made through considerable hard work—and it can take as long as a lifetime to produce.

Though the properties of this "ointment" may be hard to pin down, one thing's for sure: unless you're a saint or a machine, it's certainly not easy to get hold of—which is, of course, what helps make it so precious.

The balm of forgiveness—that ability to finally let go of a hurt or grievance, whether it's been self-inflicted or inflicted by another—is the ultimate cleanser. It sees an end to bitterness, resentment and anger that can fundamentally damage our day-to-day well-being.

Given its remarkable healing properties for mind, body, and spirit, you'd think we'd all be striving to forgive ourselves and one another with Usain Bolt-like speed, but of course it's just not that simple, as anyone who's ever borne a grudge can attest.

Letting go...

Experts have suggested our primal fighting response may be one reason why we can't simply "let go" – we're hard-wired to fight, and if we can't physically fight someone we think has wronged us, we'll internalize that "fight," transforming it into a simmering, corrosive resentment.

So how can we help ourselves to forgive? As with anything, the first step is a willingness to concede that forgiveness is something you need, depending on the circumstances, either to bestow or receive. It's also about having a clear understanding of what forgiveness *isn't* about.

Mindful focus

The phrase "let's forgive and forget" may often be cited—but hurt cannot be forgotten, nor can the past be undone. In some ways, it's about truly acknowledging what's happened so that it can be processed and let go of. For many people, and especially where serious forgiveness and trauma are concerned, the services of a professional counselor can prove essential.

This is true too when there's a need for self-forgiveness—when we've done something that we feel so ashamed of and guilt-ridden about we can't see any way to recover our self-esteem without help. If this is the case, the American Psychological Association (apa.org) has details of how a professional therapist might be able to help you and its Psychologist Locator service could find one in your area.

As far as self-help is concerned, mindfulness can prove particularly helpful in terms of keeping you focused on the present rather than dwelling in the past. Simple visualization techniques, too, may make a difference. One exercise might involve imagining your grievances as a balloon to which you hold the string, then simply allowing yourself to let go of it and watch it drift away. If that sounds too gentle, others have found envisaging their issues as a baseball that they, the batter, thwack beyond the boundary and out of sight. If you're someone who prefers to do something rather than imagining it, writing your feelings down on paper, reading, and then ripping up the results could be a symbolic gesture that proves helpful.

NM ADR NEWS

Communicate your pain

But of course the ultimate "exercise" to carry out when it comes to forgiving a second party is, if at all possible, to actually talk to them, face to face. "I waited three years before raising an issue with a friend that had slowly been eating away at our relationship," says 37-year-old Lucy.

"I thought she'd figured out that she had done something to upset me, but she hadn't, so I just kept getting colder and more distant toward her. Yet she had been one of my closest friends for many years, and I really missed our old intimacy."

"When she finally commented on how much our relationship had changed, I found the courage to tell her that she'd done something to upset me and discuss it with her. She was genuinely shocked to know she'd caused me pain, but she also pointed out ways I'd misconstrued what she had said. Because time had passed, we were able to discuss the situation relatively calmly. I think we both acknowledge that our friendship has changed—but then, friendships are constantly evolving. I do feel, though, that the air has been 'cleared' and there's hope our relationship could be stronger as a result of dealing with this blip."

If you have a serious issue from your past that you can't forgive, which is affecting your well-being, your first port of call should always be your doctor.

STEPS TO FORGIVENESS

Talk it out

Try to understand how you feel about what has happened and articulate those feelings to someone you trust. Let your emotions out and don't apologize if you get upset, the pain is more bearable with someone there to listen.

Recognize that nobody's perfect

You cannot control the thoughts and actions of other people, and you shouldn't try. But you can try to understand why that person did what they did. They might not necessarily be a bad person—they just made a mistake.

Get the right perspective

Recognize that the pain and distress you are experiencing is a result of the thoughts and physical upset you are feeling right now, not what offended or hurt you two minutes—or 10 years—ago. You can stop reliving the hurt and choose to move on. You have this power, you just need to learn how to exercise it.

Forgiveness is for you

Try to understand that forgiveness does not necessarily mean you will reconcile with the person who hurt you. What you are trying to achieve is an acceptance of what has happened in order for you to find peace and move on. Forgiveness can be defined as: "The peace and understanding that comes from blaming that which has hurt you less, taking the life experience less personally, and changing your grievance story," explains Marilyn Mitchell, MD of healingspacellc.com.

Acceptance

If the person is still a part of your life, now is a good time to accept that individual as they are, without wanting to change aspects of their personality.

Move on

Instead of replaying your hurt and anger over and over again, stop, seek out new friends and new situations that can make your life more happy and positive.

A life well lived

In his book *Forgive for Good*, Dr. Fred Luskin recommends that people who are struggling to forgive "remember that a life well lived is your best revenge. Instead of focusing on your wounded feelings, and thereby giving the person who caused you pain power over you, learn to look for the love, beauty and kindness around you. Forgiveness is about personal power."

Original article found in: Breathe Magazine - The Well-being Special
www.breathemagazine.com/