



STEFFEN
COUNSELING SERVICES

Conflict Repair Conversation Guide

Use this worksheet after both people have had time to calm down. The goal isn't to decide who won the argument, it's to rebuild understanding and connection.

Before You Begin

Check in with yourself.

- ☐ I feel calm enough to have this conversation.
- ☐ I'm willing to listen as much as I speak.
- ☐ I'm focused on understanding, not winning.

If you answered "no" to any of these, consider taking more time before beginning.

Step 1: Share Your Experience

Take turns completing these sentences.

I felt...

The part that was hardest for me was...

What I needed in that moment was...

Step 2: Listen and Reflect

After your partner shares, summarize what you heard.

What I heard you say was...

Did I understand you correctly?

Step 3: Take Responsibility

Complete this sentence.

One thing I could have done differently is...

Step 4: Understand the Deeper Need

Many conflicts are about more than the immediate issue.

Circle any needs that felt important during the disagreement:

- Respect
- Understanding
- Connection
- Affection
- Appreciation
- Trust
- Independence
- Feeling heard
- Feeling safe
- Other: _____

Discuss why these needs mattered.

Step 5: Repair

Complete these together.

One thing I appreciate about you is...

One thing I'd like us to try next time is...

One small action we can each take this week is...

After the Conversation

Before ending, ask each other:

- Do you feel heard?
- Is there anything we missed?
- What helped during this conversation?
- How can we continue supporting one another?

Remember: Repair isn't about having a perfect conversation. It's about practicing curiosity, accountability, and compassion one conversation at a time.