



Universiteit
Leiden
The Netherlands

Between a rock and a hard place: challenges, strategies and resolution of value conflict mediation

Illes, R.M.

Citation

Illes, R. M. (2021, September 23). *Between a rock and a hard place: challenges, strategies and resolution of value conflict mediation*. *Dissertatiereeks Kurt Lewin Instituut*. Retrieved from <https://hdl.handle.net/1887/3213609>

Version: Publisher's Version

License: [Licence agreement concerning inclusion of doctoral thesis in the Institutional Repository of the University of Leiden](#)

Downloaded from: <https://hdl.handle.net/1887/3213609>

Note: To cite this publication please use the final published version (if applicable).

PROPOSITIONS

Propositions pertaining to the dissertation by Rosabelle Illes

Between a rock and a hard place:

Challenges, strategies and resolution of value conflict mediation

1. Mediation strategies geared at intervening in value conflicts should address but not over-address diverging values (this dissertation).
2. When intervening in value conflicts, mediators should aim to pacify- and not intensify the exploration and negotiation stages (this dissertation).
3. Outcomes of value conflict mediations tend to consist of concrete agreements establishing new norms (this dissertation).
4. Disputants faced with a *higher power* counterpart will feel more motivated to mediate once threatening litigation is framed as risking a *loss of control over the outcome*, while disputants faced with an *equal power* counterpart will feel more motivated to mediate once threatening litigation is framed as risking *increased costs* (this dissertation).
5. High power mediators intervening in value conflicts can withstand the drawbacks of exhibiting anger and reap the benefits elicited more so than low power mediators (this dissertation).
6. Contrary to several scholarly notions, disputes concerning people's sacredly held beliefs—despite their intractability—are not incompatible with mediation. Rather than merely managing such disputes, mediators can actually aim for long-term sustainable resolution.
7. Mediation among disputants belonging to honor cultures might be more productive if conducted through text-based e-mediations rather than face-to-face sessions.

8. Conflict promotes change just as much as change promotes conflict.
9. There is no magic bullet to resolve conflicts, but mediation remains the most effective enabler of the first step to resolution: dialogue.
10. Aruba's fluid cultural identity is our vice and our virtue: it is our virtue in that we are free to be whoever we want to be, it is our vice in that at any given moment, we may not know who we are.