

Gregory Bateson introduced a concept of “double bind” in the understanding of women’s position in conflict situations at workplace. The concept includes two parties, the leader and the “victim”. The leader sends a contradictory message to the “victim” which puts the party in the position of being subjected to “catch 22” repeatedly with no possibility to escape (Carter, 2011, para.3). It is suggested that women are more likely to be in the position of “double bind” due to stereotypes and judgments. An example would be the situation of women leaders who according to their position should act in a strong way, “be confident and assertive”, although the perception in society of these women is “uncaring, self-promoting, and aggressive” (Carter, 2011, para. 13).

Furthermore, organizations that promote job opportunities for women demonstrate that this type of “double bind” thinking is not applicable to men, thus should not negatively affect their position, perception, promotion and salary (Catalyst, 2007, p.15).

Summary

Notwithstanding 21st century society advances and huge number of different researches on conflict management and legal codes that promote healthy work environment at diverse workplaces, our society still faces significant challenges in managing diverse societies and work environments, especially in the conflict situations.

Conflict is a multilevel and complex phenomenon that most of the time cannot be satisfied with only one strategy but requires a compound set of steps and components. It also challenges managers to incorporate all of the techniques and strategies successfully to find a better solution for the conflicts of their employees and organizations.

Diversity education, conflict management training and the development of creative thinking and an open mind can benefit modern companies in their fierce competition in the market and can be a crucial step in creating advanced firms with strong human resources component.

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