Conflict

Conflict refers to a disagreement or struggles between two or more parties with opposing interests, needs, or goals. Conflict can arise in any situation where people are involved, whether it is personal or professional relationships.

In the workplace, conflict can arise due to differences in opinions, values, or priorities. It can also arise due to misunderstandings, competition for resources, or conflicting personalities. Conflict can occur between coworkers, between employees and managers, or between different departments within an organization.

Managing conflict is an important part of effective leadership and can help to prevent negative consequences such as decreased productivity, low morale, and turnover. Conflict resolution involves identifying the root cause of the conflict, acknowledging each party's perspective, and working collaboratively to find a mutually acceptable solution.

Effective conflict management requires strong communication skills, active listening, empathy, and the ability to remain calm and professional even in high-stress situations. Leaders and managers can use various conflict resolution techniques, such as mediation, negotiation, and compromise, to find a solution that benefits all parties involved.

Ultimately, the key to managing conflict is to approach it as an opportunity for growth and learning. By addressing conflicts head-on and working collaboratively to find a resolution, organizations can build stronger relationships, improve communication, and foster a positive and productive work environment.

The human orbitofrontal cortex (OFC) is involved in automatic response inhibition and conflict processing, but the mechanism of frequency-specific power changes that control these functions is unknown. Theta and gamma activity have been independently observed in the OFC during conflict processing, while theta-gamma interactions in other brain areas have been noted primarily in studies of memory. Within the OFC, it is possible that theta-gamma phase amplitude coupling (PAC) drives conflict processing.

A study of Chen et al. aimed to characterize the coupled relationship between theta and gamma frequency bands in the OFC during conflict processing using a modified Stroop task.

Eight epilepsy patients implanted with OFC stereotactic electroencephalography (SEEG) electrodes participated in a color-word modified Stroop task. PAC between theta phase and gamma amplitude was assessed to determine the timing and magnitude of neural oscillatory changes. Group analysis was conducted using a non-parametric cluster-permutation t-test on coherence values.

Theta-low gamma (LG) PAC significantly increased in five out of eight patients during successful trials of the incongruent condition compared with the congruent condition. Significant increases in theta-LG PAC were most prominent during cue processing 200-800ms after cue presentation. On group analysis, trial-averaged mean theta-LG PAC was statistically significantly greater in the incongruent condition compared to the congruent condition (p < 0.001, Cohen's d=0.51).

For the first time, OFC theta phase and LG amplitude coupling increases during conflict resolution.

Conflict

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Given the delayed onset after cue presentation, OFC theta-LG PAC may contribute to conflict processing after conflict detection and before motor response. This explanation follows the hypothesis that global theta waves modulate local gamma signals. Understanding this relationship within the OFC will help further elucidate the neural mechanisms of human conflict resolution ¹⁾.

Work-family conflict

Work-family conflict.

Conflict of interest

Conflict of interest.

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Chen KH, Tang AM, Gilbert ZD, Martin Del Campo-Vera R, Sebastian R, Gogia AS, Sundaram S, Tabarsi E, Lee Y, Lee R, Nune G, Liu C, Kellis S, Lee B. Theta low-gamma phase amplitude coupling in the human orbitofrontal cortex increases during a conflict-processing task. J Neural Eng. 2022 Jan 27. doi: 10.1088/1741-2552/ac4f9b. Epub ahead of print. PMID: 35086075.

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