



**CONFLICT RESOLUTION  
MONTH IN COLORADO**  
*Listen. Talk. Work it Out.*

## About Us

Each year, Conflict Resolution Month in Colorado selects a book that enhances problem-solving skills and inspires dialogue. Over 550 copies of the book are distributed across Colorado: to the Governor and Lieutenant Governor; legislators; supreme, district, and appellate court judges; alternative dispute resolution professionals; and various public libraries, including Little Free Libraries.

This Reader's Guide was created to further conversation and inspire connection with others.

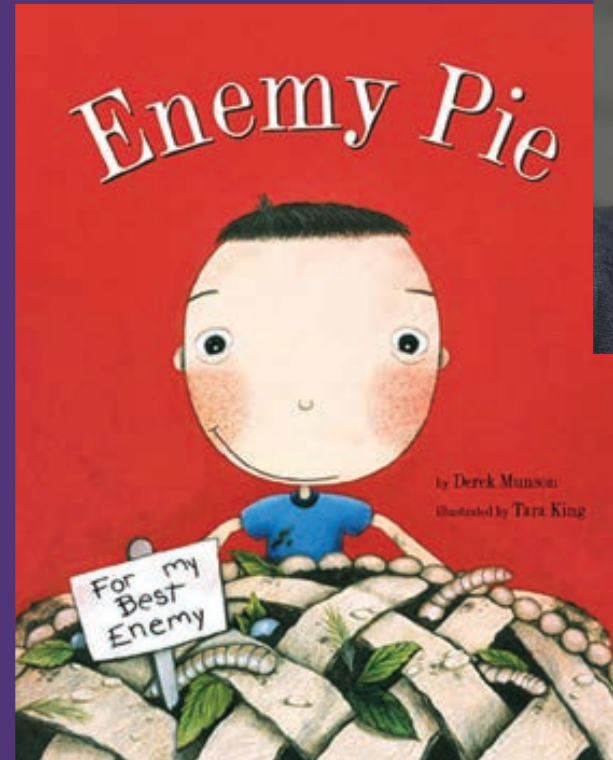
Learn more. Get involved.

[www.conflictresolutionmonth.org](http://www.conflictresolutionmonth.org)



*October is*  
**CONFLICT RESOLUTION  
MONTH IN COLORADO**  
*Listen. Talk. Work it Out.*

## 2026 Book Selection



**Derek  
Munson,**  
Writer,  
Speaker & all-  
around day-dreamer

*"Enemy Pie is the fastest known way to get rid of enemies." — Enemy Pie*

# Guiding Questions

## INDIVIDUAL REFLECTION: What does conflict repair look like to you?

1. In Enemy Pie, spending time together changes the boy's assumptions about his "enemy". What does this idea mean to you in your own relationships?
2. The book suggests connection can transform conflict. Can you think of a time when spending time with someone you disagreed with changed your perspective about them?
3. The "enemy pie" recipe offers a creative way to ease conflict. As you were growing up, what healthy ways to resolve conflict did you experience? What unhealthy ways did you observe?
4. For the "enemy pie" recipe to work, the boy's first step is to spend a day with his enemy and be kind. What is one small first step you could take toward repairing a strained relationship in your own life?

## INTERPERSONAL CONNECTION: How to turn toward each other.

1. Imagine approaching a conflict with calm and curiosity. What words or tone could you use to communicate respect for the other person's humanity?
2. How would you describe "empathetic accountability"? How can it help you hold someone responsible without shaming them?
3. Think of a current conflict. How can you focus on the issue rather than making the other person the issue?
4. Reflect on whether you might have contributed to tension in this conflict? What might an apology grounded in sincerity and curiosity sound like?
5. What specific phrases could help you move from "me versus you" to "you and me working to solve the problem" within this conflict?
6. Think of someone you hope to influence. How might listening first open the door for mutual understanding?

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## Themes from Enemy Pie:

**Assumptions and Bias:** Getting to know someone can challenge the stories we create about them.

**Time and Connection:** Spending time together can reduce conflict and build empathy.

**Repair over Revenge:** Seeking understanding is more likely to heal relationships than trying to "get even".

**Curiosity over Judgment:** Asking questions can open doors that assumptions keep closed.

**Playfulness as Peacemaking:** Joy, humor, and shared experiences can be powerful tools for repair.

## Strategies for Defusing Situations:

**Stay Calm:** Speak in a steady, even tone and be mindful of your volume.

**Listen Actively:** Give your full attention, ask clarifying questions, and listen to understand.

**Show Empathy:** Acknowledge the other person's experience with genuine care and without judgment.

**Name Feelings, Set Limits:** Validate emotions while addressing behavior. e.g.: "It makes sense that you're frustrated. It's not okay to yell."

**Respect Personal Space:** Maintain a comfortable physical distance that helps everyone feel safe.

**Use Supportive Body Language:** Keep a relaxed posture, open hands, and a calm, neutral facial and body expression.

**Set Clear Boundaries:** State expectations respectfully. e.g.: "We can talk when we're both calm," or "What would help us get there?"

**Allow Silence:** Create space for reflection and emotional regulation and resist the urge to fill every pause.

**Offer Choices:** Provide options that encourage collaboration and shared problem-solving.