

For justified reasons, **respect** is prioritized in the core values of many prominent universities and successful companies. In addition to Bentley University, Cornell, Boston College, MIT, Columbia, Duke, Deloitte, PwC, EY, Google, Bank of America and many more incorporate *respect* as an important core value.

The College of St. Scholastica introduced [respect as the value of the year in August 2024](#).

Not surprisingly, respect can play a critical role in transforming a challenging situation and conflict into positive outcomes.

We do not need to appreciate someone or agree with them to treat them with respect. Treating someone the way we would want to be treated is one way to think of respect.

To help us show respect for a colleague we may not particularly like is to first examine our own attitudes, biases and behavior.

In addition to taking time to listen and understand the other party, exercising self-awareness, asking ourselves whether we could be partially accountable for having created the situation or conflict can be an initial step to improve a relationship. Identifying at least one common goal with the other party may also help us.

Can we find it within ourselves to abide by another core value, *compassion*, to be empathetic and accept or possibly forgive a past grievance?

Showing respect is not just a virtue worthy of everyday practice, it facilitates conflict resolution by maintaining civility with those with whom we disagree.

If we are in a situation of conflict, showing respect will likely show benefits in the long term, if not immediately. We can be sure that it certainly will not exacerbate a conflict.