



## IC THINKING® FOR CONFLICT REDUCTION

Building on the research underpinning the pioneering *Being Muslim, Being British* project, the IC Thinking® research team (Dr Sara Savage, Dr Eolene Boyd-MacMillan, Dr Jose Liht and Mr Anjum Khan) have translated a theory originally conceived by Peter Suedfeld into method aimed to reduce tension between groups of people in conflict with each other.

Integrative Complexity (IC) - a measure of an individuals' ability to engage with opposing points of view – both underpins the course design and the pre- and post-intervention measurements aimed at assessing the interventions effectiveness. The IC method can be adapted to suit different target audiences and has been shown to work with diverse groups in England, Scotland, Europe and Kenya.

Recent, peer-reviewed, material: <http://scholarcommons.usf.edu/jss/vol6/iss4/3/>

Further information is available at the following websites: <http://www.ictcambridge.org> and <http://www.icinScotland.org.uk/>



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## Background

Across the world, people with widely differing viewpoints are compelled to rub shoulders together, often uncomfortably. In our globalised world, many groups feel that their values and identity are under threat, whether that threat is real or perceived.

Values are the primary motivator, underpinning the way people think, behave and relate to the wider world. When people feel that their core values and identity are under threat, they go into cognitive constriction whereby they lose the ability to even consider other points of view. This limiting cognitive tendency can lead to serious clashes with those who disagree - and can affect any group or belief system.

## Technology

The ICthinking® method can be applied to a variety of inter-group clashes; ranging from religious, ethnic or political conflicts to workplace disputes. Conflict as a zero-sum game is overcome by the method, developed as a means to expand the conceptual systems that people bring to conflict, and to test and validate the changes that individuals undergo. The aim is to promote peoples' ability to engage with differing viewpoints while concurrently remaining true to their own values, thereby promoting social cohesion.

## Dissemination

The ICthinking® team, together with Cambridge Enterprise Ltd, can provide custom developed and fully validated courses and intervention programmes to clients. This can range from small-group workshops to full-scale intervention programmes in high-risk areas across the world. In addition, IC training can be provided to teach the method to a wide range of intervention providers.

