Time for Reflection VI

The question that repeats in every discussion is always, why has it been taking us so long to get rid of the Tyrant in Eritrea?

First and foremost I wish every Eritrean, a better year and healthier, and proper method of struggle so that we are able to reach our goals. The goal which most of us are looking to reach is primarily a political and social change in our country.

Leadership & Change Management Methods

- **Creating Sustainable Organizations**: preparing social entrepreneurs to serve as directors of Partners Centers in their own countries. Partners' ensures that the independent Centers achieve sustainability within three years by developing diverse streams of Center revenue based on a detailed assessment of their countries' needs for change and conflict management services. The Partners Network of successful Centers mentors and supports the new Centers as they develop a staff of local professionals and begin offering programs, products, services, and training and consulting expertise. Partners experience building our global Network of Centers gives us the knowledge to assist other civil society organizations with the challenges of organizational change and growth.

- **Change Management Techniques**

Evolving democratic systems quickly generate far-reaching and complex changes – beyond the substantial challenges of writing and passing laws – with repercussions for how people do things across the country, from within households to the national level. Individuals, companies, civil society and governments often feel that they are at the mercy of a rapidly changing context, and face new responsibilities without the skills or knowledge to successfully manage them. Change Management helps create a clear and strategic process for coping with constant and unpredictable change. It uses a coordinated mix of participatory processes to engage all relevant parties in sustained dialogue, decision-making and mutually beneficial change. Partners equips individuals and groups with the analytical and process skills they need to initiate
and manage changes facing their societies or organizations, and to
do so peacefully and effectively.

Do we manage our differences properly in the Diasphora?

- The above stated paragraphs may help all existing Eritrean
  organizations or newly organizing youth groups in the struggle
  for Democratic changes.
- Paltalks, meetings and conferences so far has not brought us
  the proper method of struggle against the tyrant in our
  country. We have spent most of our precious time and energy in
  squables and disagreements between personalities.
- It can be a method of organizing Networks or alliances
  between different political or civic organizations.

Further let us look to some behaviours that confront us in reaching
our Goal.

- **Approach and avoidance SOCIAL goals:**

  *Examinining the structure of social goals, as well

  as the antecedents and consequences of pursuing different types of
  approach and avoidance-focused social goals.*

  *Engaging in goal-directed behavior and monitoring goal

  progress expends resources because it requires volitional and

  mental control to stay focused on the aim at hand; to shield

  perception and attention from competing demands and interests;

  to contrast one's present state with the focal aim; and to

  organize, integrate, and adjust the various strategies and tactics

  supporting goal pursuit. All intentional goal pursuit undoubtedly

  expends resources to some degree, but we posit that the

  pursuit of some types of goals is more depleting than others.*
Whereas approach goals use positive, desired possibilities as the hub or center-point of self-regulation which typically leads to favorable psychological processes and outcomes, such as perceptions of personal progress or competence in goal pursuit (Elliot & Sheldon, 1997; Elliot, Sheldon, & Church, 1997), the pursuit of avoidance goals involves using negative, undesired possibilities as the hub or center-point of self-regulation (Elliot et al., 1997). This focus on negative possibilities has a number of important implications for self-regulation:

- **Self-Regulation:**

To feel better, focus on what is most important. By Steven Stosny
Self-regulation involves acting to change one's affect, cognition, or behavior to bring it in line with a standard such as a goal.

Published on October 28, 2011 by Steven Stosny, Ph.D. in *Anger in the Age of Entitlement*

Research consistently shows that self-regulation skill is necessary for reliable emotional well being. Behaviorally, self-regulation is the ability to act in your long-term best interest, consistent with your deepest values. (Violation of one's deepest values causes guilt, shame, and anxiety, which undermine well being.) Emotionally, self-regulation is the ability to calm yourself down when you're upset and cheer yourself up when you're down.

Self-regulation is more attainable when focused on values rather than feelings. The latter should be evaluated as signals about reality - a means to self-regulation, rather than an end in themselves. Indeed, self-regulation is difficult when focused on feelings, simply because focus amplifies, magnifies, and distorts them. Consistent self-regulation requires focus on your deepest values rather than feelings. It's also the best way to feel better. Violation of values invariably produces bad feelings, while fidelity to them eventually makes you feel more authentic and empowered.
Overcoming Avoidance Conflict:

(Conflict avoidance management)

Human history is rife with conflict. It lurks in our politics, schools, religious institutions, families, and marriages. However, despite the seemingly conflict-driven nature of humanity, many people avoid conflict all together to their own detriment. In fact, the late author Kaleel Jamison wrote “So often people avoid conflict and in doing so they avoid clarity and progress.”

Conflict Resolutions

Understanding one’s own response to conflict and developing strong conflict resolution skills can be a powerful step in one’s own personal growth.
We can adapt a variety of fundamental conflict resolution methods in different situations including Negotiation, Conciliation, Mediation and Facilitation. Good communication skills are critical to all the methodologies and are one of the primary skill sets taught in Partners' training programs.

Avoid Fear for Sectarian & regional division in the Eritrean Political and Social relations in the Diaphora. I will not be involved in this kind of phobia surfacing among fellow opposition groups.... and especially in the digital social media hype. The first group to benefit from is the PFDJ of Issayas Afewerki, due to his luxurious position of owning the country’s media outlets. He has been sawing seeds of hatred and divisive seeds among the diasphora and especially to his supporters.

Spitting image of morons
Those morons who are stack to the ERI TV believe all the lies spitting from the only legal media outlet in Eritrea to the diaspora saints of disaster and hoping the Eritrean doomsday after their leader is gone are working hard for such regional and sectarian propaganda. The opposition should avoid such chep propaganda from PIA’s media outlets and work on UNIY and Harmony among the opposition groups and hopefully also those slowly coming to the opposition camps at last. We should think positive and push forward to achieve our Goal for Change and avoiding the National disaster.

Glory to our Martyrs
We shall overcome !

T.Yitbarek

Reference:
- Elliot & Sheldon, 1997; Elliot, Sheldon, & Church,
- Cleaning up emotional pollution; by Steven Stosny
- Overcoming Conflict Avoidance ; by Angela Ann Holloway