

GUIDELINES FOR DISRUPTIVE BEHAVIOR AND **CONFLICT RESOLUTION**

Disruptive Behavior and the Miracle of Change

What is disruptive behavior? Webster's dictionary defines disruptive as causing disruption; alternatively, produced by disruption. The definition of disruption is the fact or state of being disruptive. Webster defines behavior as a matter of behaving; conduct; manners; the carriage of oneself with respect of proprietary morals. If we add these two definitions together, we find that in essence we have a disruption caused by one's own moral respects. As recovering addicts and alcoholics, we have learned that we must employ certain restraints on ourselves in order to produce the miracle of change. Change is any variation or alternation in form, state, quality or essence. With the willingness of change established we are now able to analyze and ascertain our recovery program. Many of us have chosen the use of AA or NA programs to teach us that principles are more important than personalities. Some of us have chosen alternative methods of recovery such as the use of a psychiatrist or the church. What is important here is the realization that we are only human and therefore capable of emotional morals. We must constantly remind ourselves to put principles over personalities.

In an Oxford House environment, we learn that we must put our behaviors and emotions aside so the benefit resides within the house. The principles of Oxford House are constructed on a democratic basis. The welfare of the house must always be first. In a democratic environment, we must put human emotion and opinions aside and concentrate on the principles that the house is built on. This is the basis of our recovery. This is why we learn to employ human morals such as humility, openness, and truth in our everyday lives. The individual personal conflicts that erupt within the house are not dangerous unless the group conscious of the house is jeopardized. If these matters cannot be solved, then the alternative is a behavioral contract. The contract is not meant to be a punishment, but a tool to enable the person to correct behaviors. The contract is a simple set of rules in order to obtain a positive result. Its presence also makes a statement, saying, "hey, we care" to the individual. The Oxford House lifestyle, in general, is a supporting factor in our recovery. Many of us would not be able to survive the perils of addiction if not for Oxford House. In conclusion, this article was written as a guide, not as a resentment or rule. It is merely presented to you, the reader, so that you may raise a question and be able to discuss its contents with your fellow housemates.