Please assist me with the below.

Reflection of Experiences

Jim recently accepted a position in the human resources department as an HR specialist. In this new role, Jim is often the go-to person to help understand and resolve various conflicts that become escalated in the workplace. He also has the responsibility to recognize and make recommendations to avoid serious conflicts from developing.

Jim has been taking classes at the local college to gain some fresh ideas about human resources and conflict management. He has enjoyed learning about the management of conflict, and is aware of the many conflicts in various shapes and forms around him. While Jim must deal with the issues that come to him, he must also recognize the difference between minor and serious issues.

Jim has learned a great deal, yet feels inadequate to deal with all of the issues of conflict. Jim views his training experience as a new tool ready to try out. However, he really has not had much time to reflect on what his classes have taught him and what will be beneficial in the future.

Jim decides to ask one of the instructors what he feels is the most important lesson he will need as a conflict manager. The instructor suggests that Jim decide on the important lessons himself and start taking notes. Jim identified the following roles in his notes:

· Demonstrates strategic approaches to tackling conflict

· Makes decisions

Prepare a 300 minimum-word paper in which you compare and contrast the tasks involved with each role, and the specific skills required as they relate to each role. Evaluate how behaviors, traits, and characteristics reflect on an effective conflict manager.

Indicate why you feel each skill is significant to the success of each role. Differentiate how power-based, rights-based, and interest-based approaches to conflict management affect each role and the desired outcome in the workplace.

Cite at least one reference in your paper.