



Rosanne Cubitt (She/Her)

I am Head of Practice for Mediation and Counselling at Relationships Scotland. Relationships Scotland is a network of 21 Member Services that provide counselling, family mediation, child contact centres and other support to individuals, couples and families experiencing relationship difficulties across the country.

I believe that the quality of our relationships impacts our health and well-being, and relationships can be improved through increased understanding, communication and conflict management skills. I do the work that I do because helping individuals and families through difficult transitions leads to better outcomes for them and particularly for children.

It is essential to develop skills in having challenging conversations with respect in order to influence others, bring about change, resolve conflict and protect our health and well-being. Disagreements are a fact of life, that can be constructive and deliver positive change. However, poorly managed, intense, frequent and unresolved arguments are destructive. Stress and emotional turmoil increase the chances of communication breakdown, and difficulties arising and escalating.

As a Family Mediator, my job is to help parents to have challenging conversations with respect. Parents who come to mediation are often under significant stress and experiencing strong emotions. Interparental conflict is a key factor influencing outcomes for children and it is critical that parents find a way to communicate and negotiate that puts their children's needs first. These parents typically don't want to speak to or interact with the other parent. Often they have strong views on where the problem lies and who is to blame. Communication strategies are transformational in helping people to develop understanding, negotiate solutions and find a way forward.

It is important for us all to learn and apply these strategies in our own lives to improve our workplaces, our homes and most importantly our relationships.