

# What Is Your Primary Conflict-Handling Style?

## Instructions:

For each of the 15 items you will read, indicate how often you rely on that tactic by circling the appropriate number. After you have responded to all 15 items, complete the scoring key below.

## Statement

	<u>Rarely</u>	<u>Always</u>
1. I argue my case with my co-workers to show the merits of my position.	1-2-3-4-5	
2. I negotiate with my co-workers so that a compromise can be reached.	1-2-3-4-5	
3. I try to satisfy the expectations of my co-workers.	1-2-3-4-5	
4. I try to investigate an issue with my co-workers to find a solution acceptable to us.	1-2-3-4-5	
5. I am firm in pursuing my side of the issue.	1-2-3-4-5	
6. I attempt to avoid being "put on the spot" and try to keep my conflict with my co-workers to myself.	1-2-3-4-5	
7. I hold on to my solution to a problem.	1-2-3-4-5	
8. I use "give and take" so that a compromise can be made.	1-2-3-4-5	
9. I exchange accurate information with my co-workers to solve a problem together.	1-2-3-4-5	
10. I avoid open discussion of my differences with my co-workers.	1-2-3-4-5	
11. I accommodate the wishes of my co-workers.	1-2-3-4-5	
12. I try to bring all our concerns out in the open so that the issues can be resolved in the best possible way.	1-2-3-4-5	
13. I propose a middle ground for breaking deadlocks.	1-2-3-4-5	
14. I go along with the suggestions of my co-workers.	1-2-3-4-5	
15. I try to keep my disagreements with my co-workers to myself in order to avoid hard feelings.	1-2-3-4-5	

## Scoring Key:

<b>Collaborating</b>	Item No. 4. _____	9. _____	12. _____	Total = _____
<b>Accommodating</b>	Item No. 3. _____	11. _____	14. _____	Total = _____
<b>Competing</b>	Item No. 1. _____	5. _____	7. _____	Total = _____
<b>Avoiding</b>	Item No. 6. _____	10. _____	15. _____	Total = _____
<b>Compromising</b>	Item No. 2. _____	8. _____	13. _____	Total = _____

Your primary conflict-handling style (Category with the highest total) is:

\_\_\_\_\_

Your backup conflict-handling style (Category with the second highest total is:

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