MY CONFLICT STYLE*

Picture yourself in a situation where your wishes differ from another person’s.

For each of the following, choose the statement (A or B) that best describes how you would respond. Sometimes neither statement will be typical or accurate for you, but try to choose the one that seems the most accurate. Circle your response.

There are no right or wrong answers. We will discuss this exercise during the next training class.

1. A I am usually firm in pursuing my goals.
   B I might try to soothe the other person’s feelings and preserve our relationship

2. A I try to avoid creating unpleasantness for myself.
   B I try to win my position.

3. A I am usually firm in pursuing my goals.
   B I attempt to get all concerns and issues immediately out in the open.

4. A I feel that differences are not always worth worrying about.
   B I make some effort to get my way.

5. A I sometimes avoid taking positions which would create controversy.
   B I will let the other person have some of his or her position if the other person will let me have some of mine.

6. A I propose middle ground.
   B I press to get my point made.

7. A I might try to soothe the other person’s feelings and preserve our relationship.
   B I try to do what is necessary to avoid tension.

*Based on the Thomas-Kilmann Conflict Mode Instrument*
8.  A In approaching negotiation I try to be considerate of the other person’s wishes.
    B I always lean toward a direct discussion of the problem.

9.  A I try to find a position that is intermediate between the other person’s and mine.
    B I assert my wishes.

10. A I try not to hurt the other person’s feelings.
     B I always share the problem with the other person so that we can work it out.

*Based on the Thomas-Kilmann Conflict Mode Instrument
Refer to your ‘My Conflict Style’ handout. For each question, match the letter you circled with the conflict style listed. Check to see if there is any conflict style you selected most.

1. A collaborating  
   B accommodating

2. A avoiding  
   B competing

3. A competing  
   B collaborating

4. A avoiding  
   B competing

5. A avoiding  
   B compromising

6. A compromising  
   B competing

7. A accommodating  
   B avoiding

8. A accommodating  
   B collaborating

9. A compromising  
   B competing

10. A accommodating  
    B collaborating

*Based on the Thomas-Kilmann Conflict Mode Instrument