

What is your conflict management style?

Consider conflict situations in which your wishes differed from those of another person or group. Indicate how often you applied each of the following tactics. Circle the answer that best describes **YOU**.

	Rarely				Always
	1	2	3	4	5
1. I argue to prove my position.	1	2	3	4	5
2. I negotiate for a compromise.	1	2	3	4	5
3. I try to meet others' expectations.	1	2	3	4	5
4. I try to find a mutually acceptable solution.	1	2	3	4	5
5. I firmly pursue my position.	1	2	3	4	5
6. I keep conflicts to myself to avoid hassles.	1	2	3	4	5
7. I hold on to my solution no matter what.	1	2	3	4	5
8. I compromise through give-and-take tactics.	1	2	3	4	5
9. I share information to reach a joint decision.	1	2	3	4	5
10. I keep my differences to myself.	1	2	3	4	5
11. I accommodate the wishes of others.	1	2	3	4	5
12. I try for the best solution for everyone.	1	2	3	4	5
13. I propose middle-ground agreements.	1	2	3	4	5
14. I go along with the suggestions of others.	1	2	3	4	5
15. I avoid hard feelings by not sharing my disagreements.	1	2	3	4	5

Scoring: To determine your primary conflict handling style, transfer the number you assigned to each statement on the questionnaire to the scoring key below, and then add the columns. Your conflict handling style is the category with the highest total. No one way of handling conflict is better than another. We will discuss your results in class!

Competing	Accommodating	Avoiding	Collaborating	Compromising
1.	3.	6.	4.	2.
5.	11.	10.	9.	8.
7.	14.	15.	12.	13.
Total:				