

Conflict Management Styles Assessment - Source Reginald Adkins, PhD, Elemental Truths

We each have our own way of dealing with conflict. The techniques we use are based on many variables, such as our basic underlying temperament, our personality, our environment, and where we are in our professional career. However, by and large, there are five major styles of conflict management techniques in our tool box. How effective they are depends on the context in which they are used. You may have a predominant style or a mix of styles. **To complete this form, use the color code or the question numbers listed in the scoring section to add your scores and get a total for each style.**

Rate each statement on a scale of 1 to 4, indicating how likely you are to use this strategy.

1 = Rarely 2 = Sometimes 3 = Often 4 = Always

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| 1 | I explore issues with others so as to find solutions that meet everyone's needs. | Green |
| 2 | I try to negotiate and adopt a give-and-take approach to problem situations. | Purple |
| 3 | I try to meet the expectations of others. | Yellow |
| 4 | I would argue my case and insist on the merits of my point of view. | Pink |
| 5 | When there is a disagreement, I gather as much information as I can and keep the lines of communication open. | Green |
| 6 | When I find myself in an argument, I usually say very little and try to leave as soon as possible. | Blue |
| 7 | I try to see conflicts from both sides. What do I need? What does the other person need? What are the issues involved? | Green |
| 8 | I prefer to compromise when solving problems and just move on. | Purple |
| 9 | I find conflicts challenging and exhilarating; I enjoy the battle of wits that usually follows. | Pink |
| 10 | Being at odds with other people makes me feel uncomfortable and anxious. | Blue |
| 11 | I try to accommodate the wishes of my friends and family. | Yellow |
| 12 | I can figure out what needs to be done and I am usually right. | Pink |
| 13 | To break deadlocks, I would meet people halfway. | Purple |
| 14 | I may not get what I want but it's a small price to pay for keeping the peace. | Yellow |
| 15 | I avoid hard feelings by keeping my disagreements with others to myself. | Blue |

Scoring

Avoiding (Total of # 6, 10, 15)

Accommodating (Total of # 3, 11, 14)

Competing/Power (Total of # 4, 9, 12)

Compromising (Total of # 2, 8, 13)

Collaborating (Total of # 1, 5, 7)

