

The Five Styles of Conflict Inventory¹

Instructions: In each category, review the statements and check the ones that are most like you when you resolve conflict with _____.

Then add up the number you checked in each category and place that number in the box below each set of statements.

Category 1:

- I try to do what is necessary to avoid useless tensions
- I feel that differences are not always worth worrying about
- I try to postpone the issue until I have had some time to think it over
- I sometimes avoid taking positions that would create controversy
- There are times I let others take responsibility for solving the problem
- I really don't like conflict
- I try to avoid creating unpleasantness for myself or others

___ Total number

Category 2:

- I try to win my position or point of view
- I believe there is a 'right' answer and a 'wrong' answer
- I try to show the other person the logic and benefits of my position
- I assert my wishes
- I press to get my points made
- I try to convince the other person of the merits of my position
- I am usually firm in pursuing my goals

___ Total number

¹ Adapted from Thomas-Kilmann

Category 3:

- I try to stress those things we both agree on
- I often give in just to keep the peace
- I might try to smooth other's feeling and preserve our relationship
- I try not to hurt other people's feelings
- If it makes other people happy I might let them maintain their views
- In approaching negotiations I try to be considerate of the other person's wishes
- If the other person's position is important to him/her I try to meet his/her wishes.

___ Total number

Category 4:

- I try to find a compromise solution
- I give up some points in exchange for others
- I will let the other person have some of his/her position if he/she will let me have mine
- I propose the middle ground
- I try to find a fair combination of wins and losses for both of us
- I try to get the other person to settle for a compromise
- I will go as far as the other person is willing to go

___ Total number

Category 5:

- In approaching negotiations I try to be considerate of the other person's wishes
- I attempt to immediately work through our differences
- I tell the other person my ideas and ask for his/hers
- I attempt to deal with all of his/her concerns and mine
- I consistently seek the others help in working out a solution
- I attempt to get all concerns and issues immediately out in the open
- I strive for a 'win-win' situation

___ Total number

CODE:

Category 1 = 'Withdraw' Style

Category 2 = 'Win' Style

Category 3 = 'Yield' Style

Category 4 = 'Compromise' Style

Category 5 = 'Resolve' Style