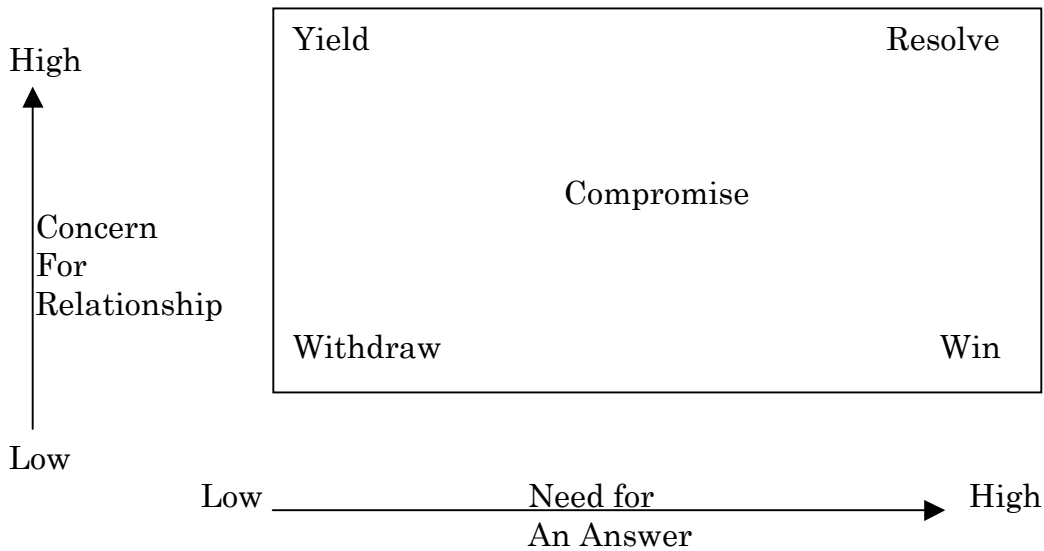


## FIVE STYLES OF HANDLING CONFLICT



**WIN** – “There is a right answer.” “I must prove I’m right.” “I can’t be wrong.” “Being right is the most important thing.” “Being wrong is horrible.” “I’m right and you’re wrong.”

- Issues are clear – black or white – right or wrong
- Someone is right and someone is wrong
- I’m right and you’re wrong
- Need to be right or need to not be wrong
- Great need to be heard
- Can have lots of anger, criticalness, self-justification, frustration
- Ends up attacking the person instead of the problem
- Power coercive style – not much love
- My way or the highway
- May win the battle but lose the war
- ☼ Research says this is one of most common styles

**WITHDRAW** – “I can’t win – I’m never right - Why try?” “It doesn’t pay to disagree.” “I’ll lose if I say anything.” “I don’t need them.”

- Conflict is hopeless or useless
- They’re wrong
- They scare me or hurt me
- High need for self protection
- Uses stonewalling – the cold shoulder
- Lots of self-pity
- Passive-aggressive anger

- Very rejecting of the other person
- I'm not going to play anymore -I'm going to pick up my toys and go home
- Low concern for the relationship
- ☼ Research indicates this is least effective style of conflict resolution.

YIELD – “I’ll give in for sake of the relationship.” “It doesn’t matter that much.” “I don’t want to rock the boat.” “It will be better if I just don’t make a big deal out of it.”

- I know I’m right but it doesn’t matter
- It doesn’t matter who is right
- Keeping the peace is most important
- High need for security and peace in the relationship
- Don’t make any waves
- Disagreement means rejection
- The relationship means too much
- Great fear of hurting other people’s feelings – by extension a fear of one’s own pain
- Your way controls my way
- ☼ Research says this is another very common style

☼☼ Most common marital pairing of styles is win-yield or win-withdraw.

COMPROMISE – “I’ll give only if you give. “I’ll go as far as you go.” “An eye for an eye and a tooth for a tooth.”

- Tit for tat
- Quid pro quo
- Eye for an eye
- Favor for a favor
- Need for self-protection
- Need for the relationship
- Let’s negotiate
- ☼ Research indicates very few people have a true compromise style

RESOLVE – “We both need to win.” “This relationship is important, we need to work this out.” “There is a right answer for both of us.”

- How we deal with each other is as important as the answer
- High need to glorify God
- High need to control one’s own spirit
- High value for the relationship
- High value for workable answers
- God’s way controls the highway
- ☼ Some research indicates less than 5% of population use this style