

What's your conflict management style?

Circle ONE response that best describes you. Be honest with your answers as this survey is designed to help you learn about your conflict management style. There are no right or wrong answer!

	Rarely	Sometimes	Often	Always
I discuss issues with others to try to find solutions that meet everyone's needs	1	2	3	4
I try to negotiate and use a give and take approach to problem situations	1	2	3	4
I try to meet the expectations of others	1	2	3	4
I would argue my case and insist on the advantages of my point of view	1	2	3	4
When there is a disagreement, I gather as much information as I can and keep the lines of communication open	1	2	3	4
When I find myself in an argument, I usually say very little and try to leave as soon as possible	1	2	3	4
I try to see conflicts from both sides. What do I need? What does the other person need? What are the issues involved?	1	2	3	4
I prefer to compromise when solving problems and just move on	1	2	3	4
I find conflicts exhilarating; I enjoy the battle of wits that usually follows	1	2	3	4
Being in a disagreement with other people makes me feel uncomfortable and anxious	1	2	3	4
I try to meet the wishes of my friends and family	1	2	3	4
I can figure out what needs to be done and I am usually right	1	2	3	4
To break deadlocks, I would meet people halfway	1	2	3	4
I may not get what I want but it's a small price to pay for keeping the peace	1	2	3	4
I avoid hard feelings by keeping my disagreements with others to myself.	1	2	3	4

Total the points for each style of questions. The category with the lowest score indicates your least preferred strategy, the style with the highest score indicates your most commonly used strategy.

Collaborating	
Competing	
Avoid	
Accommodating	
Compromising	