Conflict Self-Assessment

Strategies for Handling Conflict

Instructions: Indicate how often you use each of the following skills by circling the appropriate number.

ACTIONS	RARELY				ALWAYS
1. I tenaciously argue my position	1	2	3	4	5
2. I try to put the needs of others above mine	1	2	3	4	5
3. I try to arrive at a compromise both parties can accept	1	2	3	4	5
4. I try not to get involved in conflicts	1	2	3	4	5
5. I strive to thoroughly, jointly investigate issues	1	2	3	4	5
6. I try to find fault in the other person's position	1	2	3	4	5
7. I strive to foster harmony	1	2	3	4	5
8. I negotiate to get a portion of what I propose	1	2	3	4	5
9. I avoid open discussions of controversial subjects	1	2	3	4	5
10. I openly share information with others in resolving disagreements	1	2	3	4	5
11. I enjoy winning an argument	1	2	3	4	5
12. I go along with the suggestions of others	1	2	3	4	5
13. I look for a middle ground to resolve disagreements	1	2	3	4	5
14. I keep my true feelings to myself to avoid hard feelings	1	2	3	4	5
15. I encourage the open sharing of concerns and issues	1	2	3	4	5
16. I am reluctant to admit I am wrong	1	2	3	4	5
17. I try to help others avoid "losing face" in a disagreement	1	2	3	4	5
18. I stress the advantages of "give and take"	1	2	3	4	5
19. I encourage others to take the lead in resolving controversy	1	2	3	4	5
20. I state my position as only one point of view	1	2	3	4	5

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Scoring Key

FORCING

Q	Score
1	
6	
11	
16	
Total	

AVOIDING

Q	Score
4	
9	
14	
19	
Total	

ACCOMMODATING

Q	Score
2	
7	
12	
17	
Total	

COLLABORATING

Q	Score
5	
10	
15	
20	
Total	

COMPROMISING

Q	Score
3	
8	
13	
18	
Total	

PRIMARY CONFLICT MANAGEMENT

Strategy: _____

(highest score)

SECONDARY CONFLICT MANAGEMENT

Strategy: _____

(next highest score)

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