

Measuring Your Conflict Style Questionnaire

For the following statements, answer the questions using the scale below to rate how you feel about the statement.

Rating scale: 1 = never 2 = seldom 3 = sometimes 4 = often 5 = always

1. ___ I avoid being "put on the spot"; I keep conflicts to myself.
2. ___ I use my influence to get my ideas accepted.
3. ___ I usually try to "split the difference" in order to resolve an issue.
4. ___ I generally try to satisfy the other's needs.
5. ___ I try to investigate an issue to find a solution acceptable to us.
6. ___ I usually avoid open discussion of my differences with the other.
7. ___ I use my authority to make a decision in my favor.
8. ___ I try to find a middle course to resolve an impulse.
9. ___ I usually accommodate the other's wishes.
10. ___ I try to integrate my ideas with the other's to come up with a decision jointly.
11. ___ I try to stay away from disagreement with the other.
12. ___ I use my expertise to make a decision that favors me.
13. ___ I propose a middle ground for breaking deadlocks.
14. ___ I give in to the other's wishes.
15. ___ I try to work with the other to find solutions that satisfy both our expectations.
16. ___ I try to keep my disagreement to myself in order to avoid hard feelings.
17. ___ I generally pursue my side of an issue.
18. ___ I negotiate with the other to reach a compromise.
19. ___ I often go with the other's suggestions.
20. ___ I exchange accurate information with the other so we can solve a problem together.
21. ___ I try to avoid unpleasant exchanges with the other.
22. ___ I sometimes use my power to win.
23. ___ I use "give and take" so that a compromise can be made.
24. ___ I try to satisfy the other's expectations.
25. ___ I try to bring all our concerns out in the open so that the issues can be resolved.

Add up your scores for the following questions:

- | | | | | |
|---------|---------|---------|---------|---------|
| 1. ___ | 2. ___ | 3. ___ | 4. ___ | 5. ___ |
| 6. ___ | 7. ___ | 8. ___ | 9. ___ | 10. ___ |
| 11. ___ | 12. ___ | 13. ___ | 14. ___ | 15. ___ |
| 16. ___ | 17. ___ | 18. ___ | 19. ___ | 20. ___ |
| 21. ___ | 22. ___ | 23. ___ | 24. ___ | 25. ___ |

Totals: _____
Avoidance Competition Compromise Accommodation Collaboration