

## CONFLICT SELF-ASSESSMENT

Scale: 5 = typical of how you act during conflict

4 = frequently typical

3 = occasionally typical

2 = seldom typical

1 = never typical

	A	B	C	D	E
1. Create new possibilities to address all important concerns					
2. Persuade others to see it and/or do it my way					
3. Work out some sort of give-and-take agreement					
4. Let other people have their way					
5. Wait and let the conflict take care of itself					
6. Find ways that everyone can win					
7. Use whatever power I have to get what I want					
8. Find an agreeable compromise among people involved					
9. Give in so others get what they think is important					
10. Withdraw from the situation					
11. Assertively cooperate until everyone's needs are met					
12. Compete until I either win or lose					
13. Engage in "give a little and get a little"					
14. Let others' needs be met more than my own needs					
15. Avoid taking any action for as long as I can					
16. Partner with others to find the most inclusive solution					
17. Put my foot down assertively for a quick solution					
18. Negotiate for what all sides value and can live without					
19. Agree to what others want to create harmony					
20. Keep as far away from others involved as possible					
21. Stick with it to get everyone's highest priorities					
22. Argue and debate over the best way					
23. Create some middle position everyone agrees to					
24. Put my priorities below those of other people					
25. Hope the issue does not come up					
26. Collaborate with others to achieve our goals together					
27. Compete with others for scarce resource					
28. Emphasize compromise and trade-offs					
29. Cool things down by letting others do it their way					
30. Change the subject to avoid the fighting					
<b>Total for column</b>					