

Your conflict handling style

Score yourself as follows depending on how often you react in difficult situations:

Never=0; Sometimes=1; Often=2; Always=3.

When I am involved in a difference of opinion, or a conflict...

1.	I find a mid-point between us	0	1	2	3
2.	I smooth things over and avoid the conflict	0	1	2	3
3.	I get my own way	0	1	2	3
4.	I work with the other person to solve the problem	0	1	2	3
5.	I beat the other person	0	1	2	3
6.	I let the other person have their way	0	1	2	3
7.	I withdraw from argument	0	1	2	3
8.	I find out what the other person's needs are	0	1	2	3
9.	I compromise	0	1	2	3
10.	I don't tell my own point of view but go with the other person's	0	1	2	3
11.	I come up with new ideas or solutions	0	1	2	3
12.	I push for my point of view	0	1	2	3
13.	I give a little and take a little	0	1	2	3
14.	I give in	0	1	2	3
15.	I wait and deal with the conflict another time	0	1	2	3

Put your score that you selected above into the appropriate place on the table below. Add up the rows to get a total and then you will see your conflict style.

Statement No.	My score	Statement No.	My score	Statement No.	My score	Statement No.	My score	Statement No.	My score
2.		6.		3.		1.		4.	
7.		10.		5.		9.		8.	
15.		14.		12.		13.		11.	
TOTALS		TOTALS		TOTALS		TOTALS		TOTALS	
	Ignoring it		Giving in		Win/Lose		Splitting Difference		Cooperation