Self-Assessment

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| **Self-Assessment Title** | Self-Assessment 8.1 |
| **Descriptive Title** | **My Conflict Style** |
| **Short Title** | SA 8.1 |
| **Activity Introduction and Description** | **Purpose**  1. To identify your preferred style of handling conflict.  **Directions**  Assess your favored or “go-to” means of managing conflict in your relationships by selecting the number that best represents how you feel about each statement. Using a scale of 1-5, “1” means you never use the approach, “2” means you rarely use it, “3” means you are more likely to use it than not use it, “4” means you often use it, and “5” means you always use it. |

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| Statement | 1  Never Use | 2  Rarely Use | 3  More Likely to Use than Not Use | 4  Often Use | 5  Always Use |
| 1. I discuss issues with the other person to identify a solution that meets both our needs and expectations. |  |  |  |  |  |
| 2. I like to find the middle-ground. |  |  |  |  |  |
| 3. I am willing to give up what I want if doing so keeps the other person from becoming angry. |  |  |  |  |  |
| 4. I look at the conflict from both our perspectives trying to figure out how we can both win |  |  |  |  |  |
| 5. I prefer keeping my thoughts and feelings to myself. |  |  |  |  |  |
| 6. I strongly present my position driving home the merits of each of my points. |  |  |  |  |  |
| 7. I believe in each of us giving up something and taking something. |  |  |  |  |  |
| 8. I keep the communication between us honest and open. |  |  |  |  |  |
| 9. I love to win an argument. |  |  |  |  |  |
| 10. I try to oblige the other person to keep the peace. |  |  |  |  |  |
| 11. Luckily, I’m often right. |  |  |  |  |  |
| 12. I try to meet the other’s needs and expectations. |  |  |  |  |  |
| 13. Disagreeing makes me uptight and nervous. |  |  |  |  |  |
| 14. I think it’s best if we each give-in some. |  |  |  |  |  |
| 15. Rather than argue, I’d rather make an excuse and exit. |  |  |  |  |  |

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| **Scoring Method** | Identify the behavioral ramifications of your conflict style choice. |
| To compute your score, and discover your preferred style of resolving a conflict, add your scores to the questions in each of the five categories below together. The one with the highest score is your “go-to” strategy. The one with the lowest score is your least preferred strategy.  Avoiding (5, 13, 15) Total:  Accommodating (3, 10, 12) Total:  Compromising (2, 7, 14) Total:  Competing (6, 9, 11) Total:  Collaborating (1, 4, 8) Total: |  |