CONLFICT MANAGEMENT STRATEGY
SURVEY

For each statement below, check the appropriate column, as it applies to your *actual* behavior.	TRUE	Somewhat TRUE	Somewhat FALSE	FALSE
1. I look at issues with others to find solutions that meet the needs of everyone.				
2. I try to negotiate and adopt a give-and-take approach to problem situations.				
3. I try to meet the expectations of others.				
4. I would argue my case and insist on the merits of my point of view.				
5. When there's disagreement, I get as much info as I can and keep communication open.				
6. When I find myself in an argument, I usually say very little and leave as soon as possible.				
7. I try to see conflicts from both sides: what I need and what the other person needs.				
8. I prefer to compromise when solving problems and just move on.				
9. I find conflicts challenging and exhilarating and enjoy the battle of wits that usually follows.				
10. Being at odds with other people makes me feel uncomfortable and anxious.				
11. I try to accommodate the wishes of my friends and family.				
12. I can figure out what needs to be done and I am usually right.				
13. To break any deadlocks, I am willing to meet people halfway.				
14. I avoid hard feelings by keeping my disagreements with others to myself.				
15. I may not get what I want, and it's a small price to pay for keeping the peace.				

In the chart below enter the score you gave to each question as indicated.

TRUE = 4 points

Somewhat TRUE = 3 points

Somewhat FALSE = 2 points

FALSE = 1 point

TOTAL EACH *"SCORE" ONLY* ACROSS THE ROW AND TOTAL IN THE BOX AT THE END OF EACH ROW

	Question Number	I scored this as:	Question Number	I scored this as:	Question Number	I scored this as:	ROW TOTALS
Competing	4		9		12		
Avoiding	6		10		15		
Compromising	2		8		13		
Accommodating	3		11		14		
Collaborating	1		5		7		

*ONLY TOTAL YOUR "**SCORED**" NUMBER ACROSS THE ROW; ***DO NOT*** ADD THE NUMBER FOR THE QUESTION

The row with the ***highest score*** indicates your ***most preferred*** conflict resolution strategy.

The row with the ***lowest score*** indicates your ***least preferred*** conflict resolution strategy.