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forget the box. think outside.

# CONFLICT STYLES



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## MY PREFERRED CONFLICT STYLE

**Instructions:** Rate each statement below from 1 (Strongly Disagree) to 5 (Strongly Agree).

	Rate
1 I tend to push for my own perspective in conflicts.	_____
2 I work to find solutions that fully satisfy everyone involved.	_____
3 I prefer to avoid conflicts rather than confront them.	_____
4 I am willing to settle for a solution that is acceptable to both parties, even if it's not perfect.	_____
5 I am willing to concede to preserve relationships.	_____
6 I believe most conflicts are not worth getting involved in.	_____
7 I am comfortable with making quick decisions to resolve disputes.	_____
8 I am willing to spend time and effort to achieve a win-win solution.	_____
9 I look for middle ground solutions where both sides gain something.	_____
10 I feel it is important to win a conflict, even if it means others might lose.	_____
11 I believe that everyone's input should be considered when resolving a conflict.	_____
12 I often go along with others' suggestions, even if I disagree.	_____
13 I prioritize maintaining harmony over getting what I want.	_____
14 I tend to withdraw from situations when disagreements arise.	_____
15 I believe that giving up something is necessary to reach a solution.	_____



## My Results:



	Directing (Competing)			Avoiding			Cooperating (Collaborating)			Harmonizing (Accommodating)			Compromising		
No	1	7	10	3	6	14	2	8	11	5	12	13	4	9	15
Score															
TOTAL															

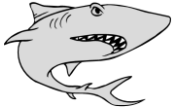
## BRIEF OVERVIEW OF EACH CONFLICT STYLE

- Directing:** This style involves taking charge and making decisions quickly. It's useful in situations where quick, decisive action is needed, but it can sometimes come across as aggressive.
- Avoiding:** This style involves sidestepping or withdrawing from conflict. It can be helpful when the issue is trivial or when you need more time to think, but it can also lead to unresolved issues.
- Cooperating:** This style focuses on working together to find a mutually beneficial solution. It's ideal for building relationships and finding win-win outcomes, though it can be time-consuming.
- Harmonizing:** This style emphasizes maintaining peace and smoothing over conflicts. It's great for preserving relationships, but it might result in one party's needs being overlooked.
- Compromising:** This style involves finding a middle ground where each party gives up something. It's effective for reaching quick solutions, but it might not fully satisfy anyone involved.



# CONFLICT STYLES

**DIRECTING**  
I win/you loose



Own Agenda:  
**Important**

**COOPERATING**  
I win/you win



Relationship:  
**Not important**

Relationship:  
**Important**

  
**COMPROMIZING**  
I win some/You win some



**AVOIDING**  
I loose/you loose

Own Agenda:  
**Not important**

**HARMONIZING**  
I lose/you win





## IF YOU ARE IN A CONFLICT WITH ME



	DO	DON'T
<b>DIRECTING</b>	Discuss with me today rather than tomorrow. I want to move forward! Let's go... Let me know what you think!	Don't keep quiet! I need to know where I stand. Don't bug me when I'm doing something important!
<b>AVOIDING</b>	Give me time to think! Give me enough information to form my own opinion.	Please don't be so dominant towards me! Otherwise, I'll withdraw. Don't push me into a corner to make a decision.
<b>COOPERATING</b>	Listen to me carefully, please! Be direct but polite to me. Discuss with me!	Please refrain from criticizing! I find that difficult. Please don't hold back information, otherwise I'll get nervous.
<b>HARMONIZING</b>	I am happy to accommodate you. Give me space to do so. Give me some praise! I need that more than others. Ask me for my opinion.	Don't forget the personal level! Then the business side. Don't be too serious with me! Easy! With humor please.
<b>COMPROMIZING</b>	Come towards me and I will come towards you. I think "give and take" is important! I need a fair compromise.	Don't waste my time. I want to move forward. Please don't discuss everything endlessly!

Source: Adapted from Kraybill Style Matters