

Read through each statements below. Then rate each statement on a scale of **1 - 4** indicating closest to how YOU would behave in each situation.

Please note that there are no right or wrong answers to this self-assessment.

1 = Rarely 2 = Sometimes 3 = Often 4 = Always

1. I explore issues with others so as to find solutions that meet everyone's needs.	
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 is a disagreement, I gather as much information as I can and keep the lines of communication open.	
6. When I find myself in an argument, I usually say very little and try to leave as soon as possible.	
7. I try to see conflicts from both sides. What do I need? What does the other person Need? What are the issues involved?	
8. I prefer to compromise when solving problems and just move on.	
9. I find conflicts challenging and exhilarating; I 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 deadlocks, I would meet people halfway.	
14. I may not get what I want but it's a small price to pay for keeping the peace.	
15. I avoid hard feelings by keeping my disagreements with others to myself.	

How to score the Conflict Management Quiz:

These 15 statements correspond to the five conflict management styles. To find your most preferred style, total the points in the respective categories. The one with the highest score indicates your most commonly used style. The one with the lowest score indicates your least preferred style. However, if you are already dealing with conflict on a regular basis, you may find your style to be a blend of different ones.

Style	Corresponding Statements	Total
Collaborating:	1,5,7	
Competing:	4,9,12	
Avoiding:	6,10,15	
Accommodating	3,11,14	
Compromising:	2,8,13	