

Self Assessment Tool For Conflict Resolution



To what extent does each statement describe you? Indicate your level of agreement by circling the appropriate response on the right.

Circle the number that indicates how well these statements describe you.	Rarely				Always
1. If someone disagrees with me, I vigorously defend my side of the issue...	1	2	3	4	5
2. I go along with suggestions from coworkers even if I don't agree with them...	1	2	3	4	5
3. I give and take so that a compromise can be reached...	1	2	3	4	5
4. I keep my opinions to myself rather than openly disagree with people...	1	2	3	4	5
5. In disagreements or negotiations, I try to find the best possible solutions for both sides by sharing information...	1	2	3	4	5
6. I try to reach a middle ground in disputes with other people...	1	2	3	4	5
7. I accommodate the wishes of people who have different points of view than my own...	1	2	3	4	5
8. I avoid openly debating issues where there is disagreement...	1	2	3	4	5
9. In negotiations, I hold on to my position rather than give in...	1	2	3	4	5
10. I try to solve conflicts by finding solutions that benefit both me and the other person...	1	2	3	4	5
11. I let co-workers have their way rather than jeopardise our relationship...	1	2	3	4	5
12. I try to win my position in a discussion...	1	2	3	4	5
13. I like to investigate conflicts with coworkers so that we can discover solutions that benefit both of us...	1	2	3	4	5
14. I believe that it is not worth the time and trouble discussing my differences of opinion with other people...	1	2	3	4	5
15. To reach an agreement, I give up some things in exchange for others...	1	2	3	4	5

Scoring key:

Write the scores circled for each item on the appropriate line below (statement numbers are in the brackets) and add up each scale. Higher scores indicate that you are stronger on that conflict management style.

Competing	(1)..... + (9)..... + (12)..... =
Accommodating	(2)..... + (7)..... + (11)..... =
Compromising	(3)..... + (6)..... + (15)..... =
Avoiding	(4)..... + (8)..... + (14)..... =
Collaborating	(5)..... + (10)..... + (13)..... =