

## Conflict Style Assessment

This assessment will help you identify your preferred style of dealing with conflict. Read each statement carefully and choose the answer that best reflects your usual behaviour.

		Strongly Agree	Agree	Disagree	Strongly Disagree
		4	3	2	1
1	I like to take charge and find solutions to problems quickly.				
2	I prefer to avoid situations that might lead to arguments.				
3	I'm happy to meet someone halfway to find a solution that works for everyone.				
4	I value keeping the peace and maintaining harmony in my relationships.				
5	I enjoy working together to find the best possible solution, even if it takes time.				
6	When there's a disagreement, I state my case clearly and directly.				
7	I tend to withdraw from conflict until things calm down.				
8	I'm willing to give up some things to reach a compromise.				
9	I dislike tension and will apologize to smooth things over, even if I'm not entirely wrong.				
10	It's important to consider everyone's perspective before deciding.				
11	Disagreements make me feel anxious.				
12	I find it easy to express my opinions, even if they differ from others'.				
13	I believe some conflict is healthy for relationships.				
14	I'm comfortable letting go of minor issues to maintain a positive atmosphere.				
15	I like to brainstorm different solutions with others involved in the conflict.				
16	I prioritize efficiency and getting things done, even if it means stepping on toes sometimes.				
17	I would rather deal with a difficult situation later than face it head-on right now.				
18	I'm a good negotiator and can find common ground between opposing views.				
19	When there's conflict, I focus on finding a solution that benefits everyone involved.				
20	I can be assertive while also being open to hearing other viewpoints.				
21	I prefer to give clear instructions and expect them to be followed.				
22	Disagreements can be emotionally draining for me.				
23	I'm good at finding creative solutions that address everyone's concerns.				
24	I try to build consensus and ensure everyone feels heard before deciding.				
25	I enjoy a good debate and exploring different viewpoints during conflict.				

## Result Calculation

Total score for questions 1, 6, 12, 16, and 21 = \_\_\_\_\_ (Director)

Total score for questions 2, 7, 11, 17, and 22 = \_\_\_\_\_ (Avoider)

Total score for questions 3, 8, 13, 18, and 23 = \_\_\_\_\_ (Compromiser)

Total score for questions 4, 9, 14, 19, and 24 = \_\_\_\_\_ (Harmonizer)

Total score for questions 5, 10, 15, 20, and 25 = \_\_\_\_\_ (Collaborator)

## Results:

My primary preferred style is \_\_\_\_\_

My secondary preferred style is \_\_\_\_\_

The style I am least like is \_\_\_\_\_

**Remember:** These are just tendencies, and your style might vary depending on the situation, importance of the relationship and stage of the current conflict.

Here's a brief description of each conflict style:

- **Director:** You value efficiency and are decisive, assertive, and focused on results.
- **Avoider:** You prefer peace and may withdraw from or evade conflict altogether.
- **Compromiser:** You seek solutions that work for everyone, sometimes to your detriment. You're willing to find common ground and make concessions.
- **Harmonizer:** You focus on maintaining positive relationships and avoids tension. You prioritize maintaining the peace.
- **Collaborator:** You value open communication and working together to create win-win solutions.