

**WHAT'S MY PREFERRED
CONFLICT-HANDLING STYLE?**

When you differ with someone, how do you respond? Use the following rating scale to record your answers

1 = Practically never
 2 = Once in a great while
 3 = Sometimes
 4 = Fairly often
 5 = Very often

1. I work to come out victorious, no matter what.

1	2	3	4	5
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2. I try to put the needs of others above my own.

1	2	3	4	5
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3. I look for a mutually satisfactory solution.

1	2	3	4	5
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4. I try not to get involved in conflicts.

1	2	3	4	5
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5. I strive to investigate issues thoroughly and jointly.

1	2	3	4	5
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6. I never back away from a good argument.

1	2	3	4	5
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7. I strive to foster harmony.

1	2	3	4	5
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8. I negotiate to get a portion of what I propose.

1	2	3	4	5
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9. I avoid open discussions of controversial subjects.

1	2	3	4	5
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10. I openly share information with others in resolving disagreements.

1	2	3	4	5
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11. I would rather win than end up compromising.

1	2	3	4	5
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12. I go along with suggestions of others.

1	2	3	4	5
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13. I look for a middle ground to resolve disagreements.

1	2	3	4	5
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14. I keep my true opinions to myself to avoid hard feelings.

1	2	3	4	5
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15. I encourage the open sharing of concerns and issues.

1	2	3	4	5
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16. I am reluctant to admit I am wrong.

1	2	3	4	5
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17. I try to help others avoid losing face in a disagreement.

1	2	3	4	5
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18. I stress the advantages of give-and-take.

1	2	3	4	5
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19. I agree early on, rather than argue about a point.

1	2	3	4	5
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20. I state my position as only one point of view.

1	2	3	4	5
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