

## Your Personal Conflict Style Inventory

This exercise will give you an indication of your preferred method of dealing with conflict.

**Please Note:** The process of thinking about the statements below is more important than the numbers calculated from your responses to these questions. There are no "right" or "wrong" answers, and this instrument is not "standardized". Some people who complete this inventory agree with the results, while others disagree. Whether you like the results or not, you should not rely on them for an accurate picture of your conflict style. They are simply intended to give you a general indication which you can use as a basis for further in-depth self-reflection and discussion with others.

**Instructions:** Consider your response in situations where your wishes are different from those of others. If it's easier, you may choose a particular conflict you were involved in and use it as basis for answering the questions. Circle the number that indicates (on a scale from 1: "not like me" to 7: "like me") how well the statement describes you.

### When I first discover that differences exist:

A I make sure that I try to hear everyone's perspective, even if there seems to be substantial disagreement.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

B I make sure everyone understands my position, even if they may not like it.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

C I make my needs known, but meet others half way.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

D I pull back from discussion to avoid tension.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

E I care more about the concerns of others than my own.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

F I make sure my agenda doesn't get in the way of the relationship.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

G I make an effort to explain my ideas and understand others.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

H I care more about my own goals and less about the concerns of others.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

I I decide to ignore our differences.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

J I let go of some ideas in exchange for others.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

**If things get more intense:**

K I actively participate in discussion and make more of an effort to meet everyone's needs.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

L I persist in ensuring that my point of view is clear to others.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

M I try to be reasonable in what I ask for, but I make sure at least some of my needs are met.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

N I don't demand that things be done my way, and pull back from the demands of others.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

O I let go of what I want and become more concerned with keeping the relationship comfortable.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

P I tend to keep to myself and prefer not to interact with others.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

Q I focus on satisfying my needs and will worry about other people's feelings later.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

R I do what I can to soothe the feelings of others.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

S I care about my own desires and those of others equally.

Not like me 

1	2	3	4	5	6	7
---	---	---	---	---	---	---

 Like me

T I encourage everyone to meet half way so we can make a decision and move on with things.

Not like me

1

2

3

4

5

6

7

Like me

## Score

The scores indicate your likelihood to use each style. The higher the score in a given style, the more likely you are to use that style when you find yourself in a conflict situation. Review your score and the description of each style.

### Your 'Accommodating' score \_\_\_\_

Add your scores for questions E, F, O and R.

*You tend to give more weight to the needs and concerns of others than your own. You would rather please others than pursue your own goals.*

### Your 'Avoiding' score is \_\_\_\_

Add your scores for questions D, I, N and P.

*You tend to withdraw from situations and people which you find uncomfortable and prefer to not pursue your needs or those of others.*

### Your 'Forcing' score is \_\_\_\_

Add your scores for questions B, H, L and Q.

*You see your needs as the most important and pursue your goals over others. You may push your views onto other people.*

### Your 'Collaborating' score is \_\_\_\_

Add your scores for questions A, G, K and S.

*You tend to give equal weight to your views and those of others and seek processes and solutions that integrate everyone's needs and concerns.*

### Your 'Compromising' score is \_\_\_\_

Add your scores for questions C, J, M and T.

*You tend to urge moderation and meet people halfway. You feel that each party compromising and giving something up to agree with the other party makes conflict a democratic process.*

## Acknowledgements

There are several versions of Conflict Style Inventories available. Many have been adapted for different purposes and contexts. The present inventory was adapted from the MCS Mediation Training Manual: Personal Conflict Style Inventory.

For a more detailed Conflict Style Profile that you can do online (for a small fee), see:

<http://conflictstylematters.com/>.