

Conflict Resolution Questionnaire

Consider situations in which you find your wishes differing from those of another person. How do you usually respond to such situations?

On the following pages are a number of pairs of statements describing possible behavioral responses. For each pair please choose either the 'A' or 'B' statement which is most characteristic of your own behavior.

In many cases, neither the 'A' nor the 'B' statement may be very typical of your behavior, but please select the response which you would be more likely to use.

1. A: There are times when I let others take responsibility for solving the problem.
 B: Rather than negotiate the things on which we disagree, I try to stress those things upon which we both agree.

2. A: I try to find a compromise solution.
 B: I attempt to deal with all of his or her and my concerns.

3. A: I am usually firm in pursuing my goals.
 B: I might try to soothe others' feelings and preserve our relationship(s).

4. A: I try to compromise solutions.
 B: I sometimes sacrifice my own wishes for the wishes of the other person.

5. A: I consistently seek others' help in working out a solution.
 B: I try to do what is necessary to avoid useless tensions.

6. A: I try to avoid creating unpleasantness for myself.
 B: I try to win my position.

7. A: I try to postpone the issue until I have had some time to think it over.
 B: I give up some points in exchange for others.

8. A: I am usually firm in pursuing my goals.
 B: I try to find a compromise solution.

9. A: I feel that differences are not always worth worrying about.
 B: I make some effort to get my way.

10. A: I am firm in pursuing my goals.
 B: I try to find a compromise solution.

11. A: I attempt to get all concerns and issues immediately out in the open.
 B: I might try to soothe others' feelings and preserve our relationship.

12. A: I sometimes avoid taking positions which would create controversy.
 B: I will let him or her have some of their positions if they let me have some of mine.

13. A: I propose a middle ground.
 B: I press to get my points made.

14. [] A: I tell him or her my ideas and ask for theirs.
[] B: I try to show him or her the logic and benefits of my position.
15. [] A: I might try to soothe others' feelings and preserve our relations.
[] B: I try to do what is necessary to avoid tensions.
16. [] A: I try not to hurt others' feelings.
[] B: I try to convince the other person of the merits of my position.
17. [] A: I am usually firm in pursuing my goals.
[] B: I try to do what is necessary to avoid useless tensions.
18. [] A: If it makes the other person happy, I might let them maintain their views.
[] B: I will let them have some of their positions if they let me have some of mine.
19. [] A: I attempt to get all concerns and issues immediately out in the open.
[] B: I try to postpone the issue until I have had some time to think it over.
20. [] A: I attempt to immediately work through differences.
[] B: I try to find a fair combination of gains and losses for us both.
21. [] A: In approaching negotiations, I try to be considerate of the other person's wishes.
[] B: I always lean toward a direct discussion of the problem.
22. [] A: I try to find a position that is intermediate between theirs and mine.
[] B: I assert my wishes.
23. [] A: I am very often concerned with satisfying all our wishes.
[] B: There are times when I let others take responsibility for solving the problem.
24. [] A: If others' positions seems very important to them, I would try to meet their wishes.
[] B: I try to get them to settle for a compromise.
25. [] A: I try to show them the logic and benefit of my position.
[] B: In approaching negotiations I try to be considerate of others' wishes.
26. [] A: I propose a middle ground.
[] B: I am nearly always concerned with satisfying all our wishes.
27. [] A: I sometimes avoid taking positions that would create controversy.
[] B: If it makes the other person happy, I might let them maintain their views.
28. [] A: I am usually firm in pursuing my goals.
[] B: I usually request others help in working out a solution.
29. [] A: I propose a middle ground.
[] B: I feel that differences aren't always worth worrying about.
30. [] A: I try not to hurt others' feelings.
[] B: I always share the problem with the other person so that we can work it out.

Record Your Answers in the Corresponding Slot Following Each Question

<u>Column #1</u>	<u>Column #2</u>	<u>Column #3</u>	<u>Column #4</u>	<u>Column #5</u>
3A	2A	1A	1B	2B
6B	4A	5B	3B	5A
8A	7B	6A	4B	8B
9B	10B	7A	11B	11A
10A	12B	9A	15A	14A
13B	13A	12A	16A	19A
14B	18B	15B	18A	20A
16B	20B	17B	21A	21B
17A	22A	19B	24A	23A
22B	24B	23B	25B	26B
25A	26A	27A	27B	28B
28A	29A	29B	30A	30B
<u>Total</u>	<u>Total</u>	<u>Total</u>	<u>Total</u>	<u>Total</u>

Interpretation:

Column #1—Competing _____

Column #2—Compromising _____

Column #3—Avoiding _____

Column #4—Accommodating _____

Column #5—Collaborating _____