CONFLICT STYLES SURVEY

Instructions: Indicate your opinion of each of the following short proverbs as a conflict strategy. In each case, ask the question: How desirable is this strategy as a method for resolving conflict?

Using the key, write the appropriate number in the blank to the left of each proverb.

1 = completely undesirable 4 = desirable

2 = undesirable 5 = very desirable

3 = neither desirable nor undesirable

\_\_\_\_ 1. You scratch my back; I’ll scratch yours.

\_\_\_\_ 2. When two quarrel, he who keeps silent first is the most praiseworthy.

\_\_\_\_ 3. Soft words win hard hearts.

\_\_\_\_ 4. A person who will not flee will make his foe flee.

\_\_\_\_ 5. Come and let us reason together.

\_\_\_\_ 6. It is easier to refrain than to retreat from a quarrel.

\_\_\_\_ 7. Half a load is better than none.

\_\_\_\_ 8. A question must be answered by knowledge, not by numbers, if it’s to have a right decision.

\_\_\_\_ 9. When someone hits you with a stone, hit him with a piece of cotton.

\_\_\_\_ 10. The arguments of the strongest always have the weight.

\_\_\_\_ 11. By digging and digging, the truth is discovered.

\_\_\_\_ 12. Smooth words make smooth ways.

\_\_\_\_ 13. If you cannot make a man think as you do, make him do as you do.

\_\_\_\_ 14. He who fights and runs away lives to fight another day.

\_\_\_\_ 15. A fair exchange brings no quarrel.

\_\_\_\_ 16. Might overcomes right.

\_\_\_\_ 17. Tit for tat is fair play.

\_\_\_\_ 18. Kind words are worth much and cost little.

\_\_\_\_ 19. Seek ’til you find, and you’ll not lose your labor.

\_\_\_\_ 20. Kill your enemies with kindness.

\_\_\_\_ 21. He loses least in a quarrel who keeps his tongue in cheek.

\_\_\_\_ 22. Try, and trust will move mountains.

\_\_\_\_ 23. Put your foot down where you mean to stand.

\_\_\_\_ 24. One gift for another makes good friends.

\_\_\_\_ 25. Don’t stir up a hornet’s nest.

Transfer your rating numbers to the following blanks. The numbers correspond to the proverb numbers. Total each column.

**Collaboration** **Competition** **Compromising** **Avoidance** **Accommodating**

P5 \_\_\_\_ P4 \_\_\_\_ P1 \_\_\_\_ P2 \_\_\_\_ P3 \_\_\_\_

P8 \_\_\_\_ P10 \_\_\_\_ P7 \_\_\_\_ P6 \_\_\_\_ P12 \_\_\_\_

P11 \_\_\_\_ P13 \_\_\_\_ P15 \_\_\_\_ P9 \_\_\_\_ P18 \_\_\_\_

P19 \_\_\_\_ P16 \_\_\_\_ P17 \_\_\_\_ P14 \_\_\_\_ P20 \_\_\_\_

P22 \_\_\_\_ P23 \_\_\_\_ P24 \_\_\_\_ P21 \_\_\_\_ P25 \_\_\_\_

Totals: \_\_\_\_ \_\_\_\_ \_\_\_\_ \_\_\_\_ \_\_\_\_