**Conflict Management Survey**

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| --- | --- | --- | --- | --- |
| Competing | Collaborating | Compromising | Avoiding | Accommodating |
| (Forcing) | (Problem Solving) | (Sharing) | (Withdrawal) | (Smoothing) |
| 2 | 5 | **8** | **10** | 5 |

**Avoiding - when you do not satisfy your concerns or the concerns of the other person**

***Uses:***

* When an issue is trivial, of only passing importance, or when other more important issues are pressing
* When you perceive no chance of satisfying your concerns, e.g when you have low power or are frustrated by something which would be very difficult to change
* When the potential damage of confronting a conflict outweighs the benefit of its resolution
* To let people cool down - to reduce tensions to a productive level and to regain perspective and composure.

***If you scored High:***

* Does your coordination suffer because people have trouble getting inputs from you on issues?
* Does it appear that people around you are "walking on eggshells" because they aren't sure what you are thinking?
* Are decisions on important issues made by default?

**Compromising - finding a middle ground or foregoing some of your concerns and committing to other's concerns**

***Uses:***

* When goals are moderately important, but not worth the effort or potential disruption of more assertive modes
* When two opponents with equal power are strongly committed to mutually exclusive goals
* To achieve temporary settlements to complex issues
* To arrive at expedient solutions under time pressure

***If you scored High:***

* Do you concentrate so heavily upon the practicalities and tactics of compromise that you sometimes lose sight of larger issues-principles, values, long-term objectives?
* Does an emphasis on bargaining and trading create a cynical climate of gamesmanship? (such a climate might undermine interpersonal trust and deflect attention away from the merits of the issues discussed)

**Personal Paragraphs**

I agree that when a problem arises, I tend to weigh the scales to determine if I should prioritize the confrontation, or avoid it. As it might not be worth the effort, energy, and discord that it might bring in the long term. As long-term relationships are vital, and in the vast amount of my experiences, people I’ve had disagreements with don’t ever want work things out. Even after time has passed, with apologies given, and changes and concessions made. People don’t want to forgive or forget, and always want more than just an eye for an eye.

I learned early on that compromising, persuasion, listening, waiting for your turn to speak, and presenting your case in a way that would behoove someone was the only success I could find in working with others. It has however taken a toll on my self-esteem, confidence, and ability to be assertive on matters. Which ultimately does hurt my overall perception from others. While another common consequence from this behavior often leads to a uneven exchanges in compromises, resulting in most of what needs I perceive to be important not being met. It does come with a few pros however and has fostered the ability to befriend practically anyone. It has also made me a great student in life, as they often say you cannot learn if you aren’t listening.