

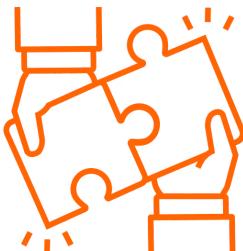
# Conflict Management Assessment Report

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## Your Report Overview

**Thank you for taking the Conflict Management Assessment. We've scored you against the following key areas:**



### Collaborating:

This style combines diverse perspectives to find a mutually satisfying resolution.



### Competing:

This is a power-oriented style. It can quickly resolve conflicts but risks creating hostility.



### Avoiding:

This style creates short term peace but might lead to unresolved long term issues.

**92%**

**75%**

**42%**



### Accommodating:

This style prioritises others' needs - sometimes at the expense of one's own.



### Compromising:

The style involves give and take, often providing swift but not fully satisfying solutions.

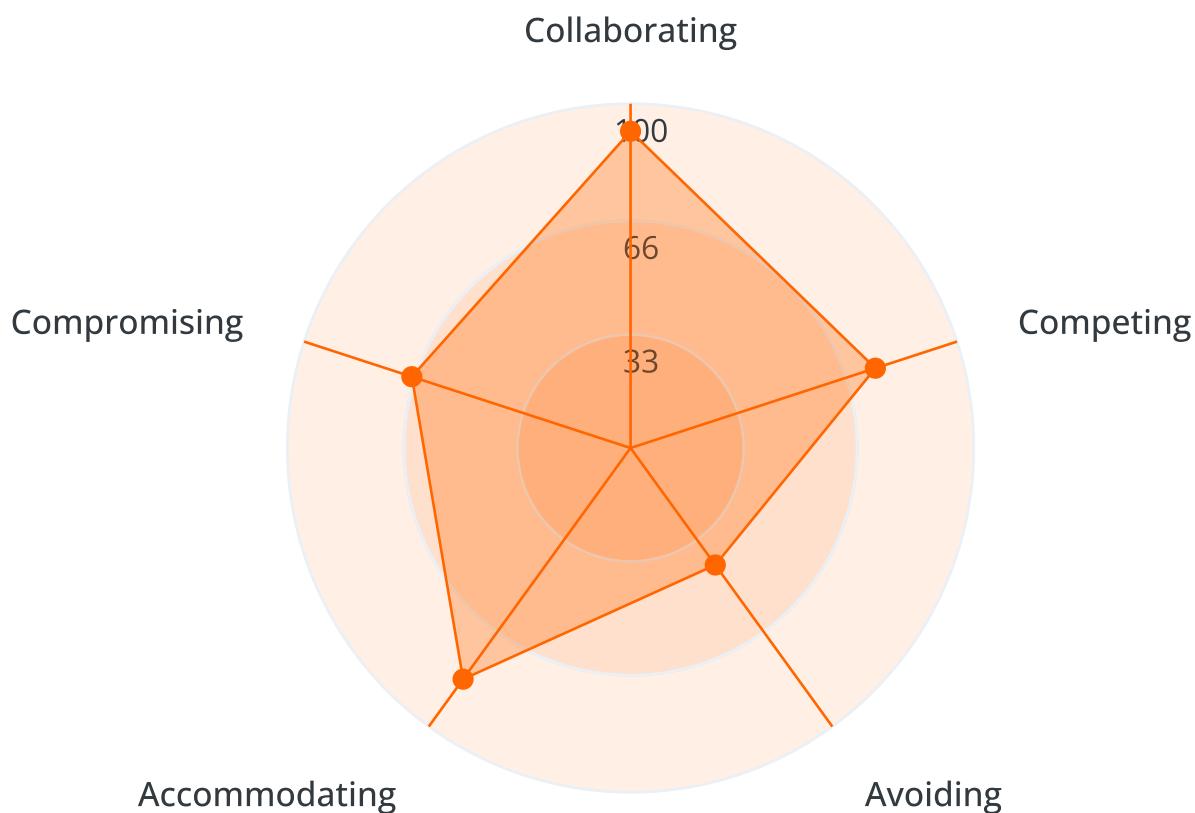
**83%**

**67%**

# Your Report Overview

This wheel chart showcases your results across the five conflict management styles introduced by Kenneth Thomas and Ralph Kilmann:

- **Collaborating**
- **Competing**
- **Avoiding**
- **Accommodating**
- **Compromising**



In the following pages, we'll delve into your individual scores for each style and provide some strategies on how to enhance your conflict management skills. For now, take a moment or two to reflect and answer the following questions:

- Was your score what you anticipated?
- How do you feel about it?

# “Conflict is the beginning of consciousness.”

– Mary Esther Harding





## Collaborating

This style combines diverse perspectives to find a mutually satisfying resolution.

Your Score:

**92%**  
high

## Collaborating

Collaboration is a conflict management style that involves parties coming together to find a mutually beneficial solution. It requires open communication, empathy, and a willingness to understand each other's perspectives. This style goes beyond simply resolving the conflict, seeking to create a solution that integrates the interests of all parties involved.

**Reflect on your score for this area: how well do you think you collaborate during conflicts? How often do you seek win-win solutions that consider the needs of all parties involved?**

## Collaborating tips to improve your score

If your score is high in Collaborating, meaning you often opt for this style:

1. Make sure collaboration doesn't delay decisions.
2. Avoid overly complex solutions due to excess input.
3. Ensure everyone is heard, not just the loudest.
4. Maintain efficient decision-making amidst collaboration.
5. Watch out for groupthink tendencies.

If your score is low in Collaborating, meaning you don't often opt for this style:

1. Promote input from all team members.
2. Prioritise decisions made by the group.
3. Value diverse viewpoints in your team.
4. Actively seek different perspectives.
5. See the value in the collaborative process.

## Try Saying This

*"I understand where you're coming from, and I have some thoughts as well. Can we work together to find a solution that addresses both our concerns?"*





## Competing

This is a power-oriented style. It can quickly resolve conflicts but risks creating hostility.

Your Score:

**75%**  
high

# Competing

Competing, as a conflict management style, is an assertive and uncooperative approach. It's a power-orientated style, where one seeks to assert their views at the expense of others. While it may lead to quick decisions in a crisis, overuse can create a hostile environment. Balancing this approach with sensitivity to others' needs is critical to preventing damage to relationships and fostering a collaborative atmosphere.

**Take a moment to consider your score here: are you using your assertiveness appropriately, or might you be overpowering others?**



## Competing tips to improve your score

**If your score is high in Competing, meaning you often adopt a competitive approach:**

1. Remember relationships matter, not just winning.
2. Stay attuned to others' feelings and responses.
3. Encourage dissenting opinions.
4. Balance assertiveness with cooperation.
5. Reflect on the impact of your competitive approach.

**If your score is low in Competing, meaning you don't often adopt a competitive approach:**

1. Know when to assert yourself.
2. Understand conflict can yield positive results.
3. Practice assertiveness in safe environments.
4. Express your needs clearly.
5. Reflect on when a competitive approach may be beneficial.

## Try Saying This

*"I hear your perspective, and I'd like to share mine as well. I feel strongly about this because..."*



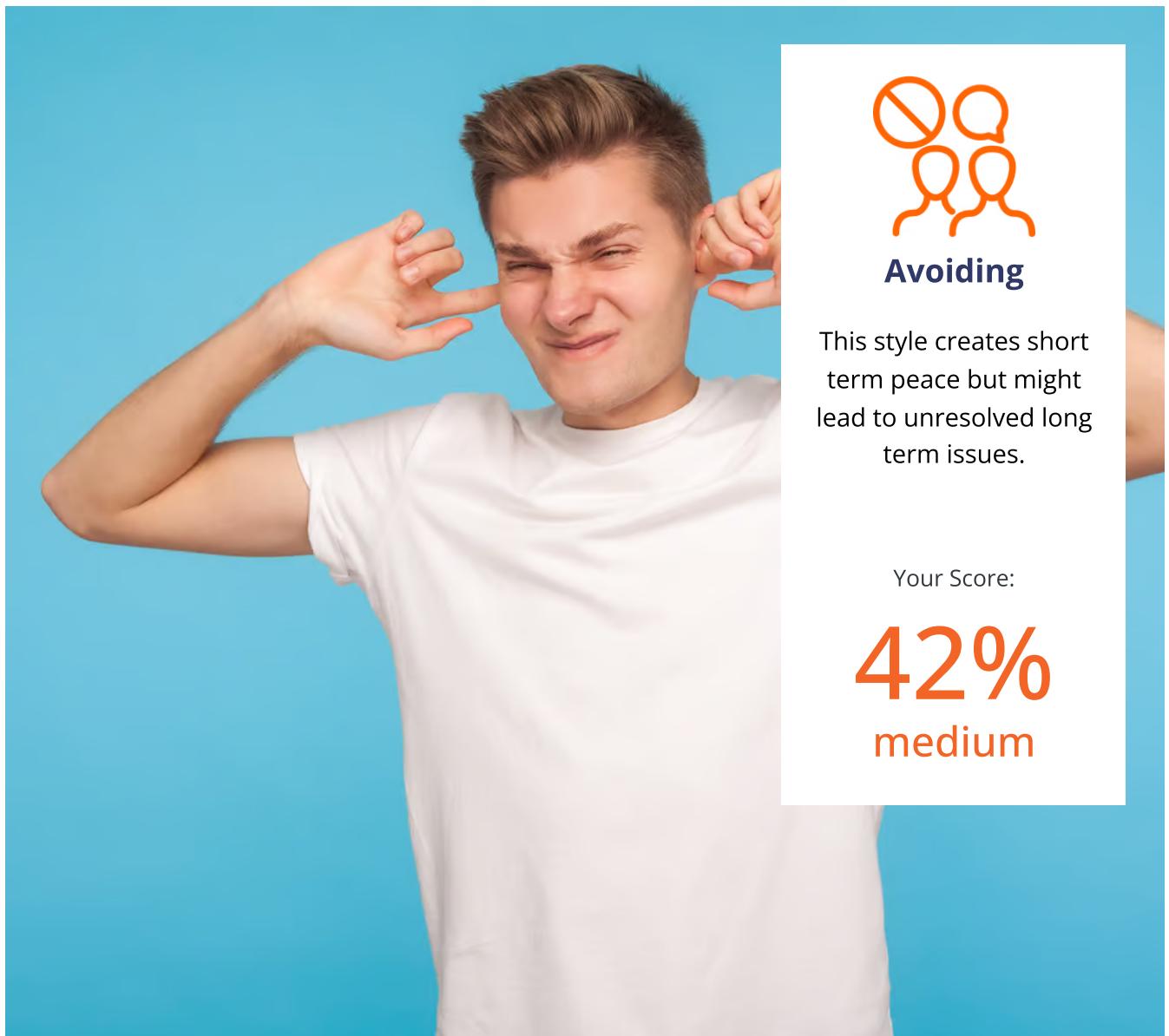


## 100 Conflict Resolution Secrets

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Covering specific areas such as communication, empathy and negotiation.

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## Avoiding

This style creates short term peace but might lead to unresolved long term issues.

Your Score:

**42%**  
medium

## Avoiding

Avoidance is a conflict management style where the individual prefers not to engage in the conflict, sidestepping or postponing the issue. This style can maintain peace in the short term, but may lead to unresolved issues in the long run. While it can provide temporary relief in certain situations, consistent avoidance may hinder the growth and development of healthy relationships.

**As you look at your score in this area, consider how your avoidance is serving you. Is it helping to maintain harmony, or are unresolved conflicts causing stress?**

## Avoiding tips to improve your score

### If your score is high, meaning you often avoid conflict:

1. Undertake assertiveness training to voice your opinions.
2. Start addressing small conflicts first, then larger ones.
3. Use role-playing to practice conflict scenarios.
4. Reflect on the long-term impacts of conflict avoidance.
5. Seek support from a mentor or professional if needed.

### If your score is low, meaning you don't often avoid conflict:

1. Learn when to take a strategic pause in conflicts.
2. Develop the skill to assess conflict severity.
3. Practice empathy during conflicts.
4. Improve your negotiation skills.
5. Encourage open and honest communication.

## Try Saying This

*"I understand this is an important issue, but I think it might be best for both of us if we revisit it at another time when we can discuss it calmly."*





## Accommodating

This style prioritises others' needs - sometimes at the expense of one's own.

Your Score:

**83%**  
high

## Accommodating

The accommodating style is unassertive yet cooperative, often prioritising the relationship over personal goals. Those who accommodate often set aside their own needs and wants to satisfy others. This approach fosters peace and goodwill but requires a careful balance to ensure personal needs and aspirations are not consistently overlooked.

**Reflect on your score in this domain: are you neglecting your own needs in order to keep the peace? Could a more balanced approach benefit you and your relationships?**

## Accommodating tips to improve your score

**If your score is high in Accommodating, meaning you often yield to others:**

1. Be aware that always appeasing may neglect your needs.
2. Ensure your ideas are also considered.
3. Assert yourself respectfully.
4. Reflect on whether you agree with the decisions made.
5. Develop the ability to say no when necessary.

**If your score is low in Accommodating, meaning you seldom yield to others:**

1. Enhance your active listening skills.
2. Practice empathy towards others' needs.
3. Identify areas where you can compromise.
4. Recognise there are other valid ways and solutions.
5. Understand the value of relationships over victory.

## Try Saying This

*"I appreciate your viewpoint. While it's not exactly what I had in mind, I'm willing to go along with your idea because I value our relationship."*





## Compromising

The style involves give and take, often providing swift but not fully satisfying solutions.

Your Score:

**67%**  
high

## Compromising

Compromise, in conflict management, involves give-and-take from all parties. While it often leads to quick solutions, it may not fully satisfy all the concerns involved. Compromise can be effective when cooperation and competition are equally valued. However, this method requires careful consideration to ensure that all parties feel their interests are adequately represented in the resolution.

**Review your score in this area: does your approach to compromise serve you well, or might there be room for improvement? Could striving for more collaboration bring about more satisfying outcomes?**

## Compromising tips to improve your score

If your score is high in Compromising, meaning you often look for middle ground:

1. Ensure quick fixes aren't bypassing root issues.
2. Reflect on whether compromise leaves everyone only partially satisfied.
3. Don't lower standards for the sake of compromise.
4. Understand the difference between compromising and true collaboration.
5. Be mindful of burnout from constant negotiation.

If your score is low in Compromising, meaning you infrequently look for middle ground:

1. Recognise not all conflicts require a clear winner.
2. Practice finding compromise in solutions.
3. Learn to let go of less important elements.
4. Practice seeing the other side's perspective.
5. Strive for balance in your approach to conflict.

## Try Saying This

*"I see we both have valid points. Let's find a middle ground that allows both our needs to be met."*



# Thank you for using this tool and taking a valuable step towards improving your conflict management skills.

This evaluation is founded upon the [Thomas-Kilmann Conflict Styles Inventory](#) principles. Please note, that this particular assessment has not undergone statistical calibration. Therefore, the results are intended to be a guiding point for self-reflection rather than an absolute measure.

We encourage you to revisit this assessment over time to gauge your progress, as growth is a continuous process. The strategies outlined in this report are not only intended to help you manage conflict more effectively, but to help you gain a deeper understanding of yourself and your interactions with others.

Remember, conflict is the "beginning of consciousness." It is through our willingness to confront and understand our approach to conflict that we become more self-aware, grow as individuals, and foster healthier relationships.

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