

Conflict Assessment Scale

Minimal	Mild	Moderate	Intense	Severe
<ul style="list-style-type: none"> • Cooperative • Co-solution search • Talk is about harmony • Respect each other's needs, even if different • Validates each other's rights • Listens before talking 	<ul style="list-style-type: none"> • Occasional criticism about the event • Occasional verbal sparing • Questioning each other about "Why?" it happened • Emergence of "I want from you..." kinds of conversation 	<ul style="list-style-type: none"> • Criticism about each other as a good person • Verbal abuse starts to emerge (such as name calling) • Loud quarrels emerge • Emergence of "You shouldn't have done that." responses 	<ul style="list-style-type: none"> • Accusations of wrongdoing • Discounting or trivializing the needs of the other party • Attempts to alienate the other party from others in the room • Attempts to build a coalition against the other party • Emotional blackmail (using fear, obligation, guilt) to manipulate 	<ul style="list-style-type: none"> • Threats • Physical display of aggression • Power plays • Storming off