

Your Results

Avoid, Accommodate

Avoiding, Ignoring, Accommodating, or Fleeing

Avoiding

When one avoids conflict, one evades it or stays away from it. One attempts to skirt it or keep it from happening.

Ignoring

Ignoring a conflict is acting as if it weren't going on. Most people aren't able to do this very well.

Fleeing

Ignoring (above) is the only passive strategy for dealing with conflict. Avoidance takes effort and attention to what is happening; so does fleeing. Fleeing is actively removing yourself from the arena in which the conflict might take place. As a conflict management strategy, fleeing can occur before or during a conflict. If it occurs after the conflict has taken place, it would be a result of conflict not a conflict management strategy.

Accommodating

When you accommodate, you go along with the other, with the opposition. A person using accommodative style often sees the relationship being more important than the issue. Often, suppressing the feelings that arise when you are not able to get what you want because you choose to go along with what the other wants requires self-control.

When to use Avoiding, Ignoring, Accommodating, or Fleeing Strategies.

Sometimes the *cost* of working a problem through is greater than the *value* of having it worked through. In those cases, these strategies would be the right choice.

When people within the organization or relationship are particularly fragile and insecure, you may choose not to "work" certain issues because doing so would cause too much damage.

When people need time or "space" to cool down, avoidance is sometimes appropriate.

When there is conflict on many fronts, you may want to avoid certain areas of conflict to devote your energy to others.

When the differences are trivial or irrelevant to your relationship or the organization, they are often best avoided.

When parties in a conflict are unable or unwilling to reconcile their differences or attempt to work them through and they must continue to be in the same place or work together, Avoidance, Accommodating, and/or ignoring are the only choices available.

When you don't care about the relationship and the quality of interaction within it, Avoidance, or Fleeing is appropriate.

When you are powerless to affect change of any kind, when the other does not or will not respond, and repeated efforts have been made to invite the other to address the issues with you and try to work them through, then Fleeing (leaving) is the only choice.