

Conflict Management Assessment

Answer the questions below and rate how often you respond in that way.

Question		5	4	3	2	1
1	When there is an argument, I will leave the situation as quickly as possible.					
2	In conflicts, I discuss the situation with all parties to try and find the best solution.					
3	I use negotiation often to try and find a middle ground between the conflicted parties.					
4	I know the best path to take and will argue it until others see that I am correct.					
5	I prefer to keep the peace, rather than argue to get my way.					
6	I will keep disagreements to myself, rather than bring them up.					
7	I find it best to keep communication active when there is a disagreement, so I can find a solution that works for everyone.					
8	I enjoy disagreements and find satisfaction in winning them.					
9	Disagreements make me anxious, and I will work to minimize them.					
10	I am happy to meet people halfway.					
11	It is important to me to recognize and meet the expectations of others.					
12	I pride myself on seeing all sides of a conflict and understanding all the issues involved.					
13	I enjoy arguing my case until the other side concedes that I am correct.					
14	Conflict does not engage me; I prefer to fix the problem and move on to other work.					
15	I don't feel the need to argue my point of view, it is less stressful to agree with others.					

(Andreev, 2023)

Add up your scores for the following questions to see which is your primary style for handling conflict.

1 + 6 + 9 = _____ - Avoidant

5 + 11 + 15 = _____ - Accommodating

3 + 10 + 14 = _____ - Compromising

4 + 8 + 13 = _____ - Competing

2 + 7 + 12 = _____ - Collaborative