

# Conflict Management Audit

## Questionnaire Conflict Management Audit

Name: \_\_\_\_\_

This questionnaire is designed to help you further identify your preferred style of conflict resolution.

Choose from 30 pairs of statements the one in each case which best fits your preferred style of handling differences between you and others (place an "X" at the right hand box).

1.

There are times when I let others take responsibility for solving the problem	
Rather than negotiate the things on which we disagree, I try to stress those things upon which we both agree	

2.

I try to find a compromise solution	
I attempt to deal with all of his/her and my concerns	

3.

I am usually firm in pursuing my goals	
I might try to sooth the others' feelings and preserve our relationship	

4.

I try to find a compromise solution	
I sometimes sacrifice my own wishes for the wished of the other person	

5.

I constantly seek the others' help in working out a solution	
I try to do what is necessary to avoid useless tensions	

6.

I try to avoid creating unpleasantness for myself	
I try to win the position	

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7.

I try to postpone the issue until I have had some time to think it over	
I give up some points in exchange for others	

8.

I am usually firm in pursuing my goals	
I attempt to get all concerns and issues immediately out in the open	

9.

I feel that differences are not always worth worrying about	
I make some effort to get my way	

10.

I am firm in pursuing my goals	
I try to find a compromise solution	

11.

I attempt to get all concerns and issues immediately out in the open	
I might try to sooth the others' feelings and preserve our relationship	

12.

I sometimes avoid taking positions which would create controversy	
I will let the other person have some of his/her positions if he/she lets me have some of mine	

13.

I propose a middle ground	
I press to get my points made	

14.

I tell the other person my ideas and ask for his/hers	
I try to show the other person the logic and benefits of my position	

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15.

I might try to sooth the others' feelings and preserve our relationship	
I try to do what is necessary to avoid tensions	

16.

I try not to hurt the other person's feelings	
I try to convince the other person of the merits of my position	

17.

I am usually firm in pursuing my goals	
I try to do what is necessary to avoid useless tensions	

18.

If it makes other people happy, I might let them maintain their views	
I will let other people have some of their positions if they let me have some of mine	

19.

I attempt to get all concerns and issues immediately out in the open	
I try to postpone the issue until I have had some time to think it over	

20.

I attempt to immediately work through our differences	
I try to find a fair combination of gains and losses for both of us	

21.

In approaching negotiations, I try to be considerate of the other person's wishes	
I always lean toward a direct discussion of the problem	

22.

I try to find a position that is intermediate between his/hers and mine	
I assert my wishes	

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23.

I am very often concerned with satisfying all our wishes	
There are times when I let others take responsibility for solving the problem	

24.

If the other person's position seems very important to him/her, I would try to meet his/her wishes	
I try to get the other person to settle for a compromise	

25.

I try to show the other person the logic and benefits of my position	
In approaching negotiations, I try to be considerate of the other person's wishes	

26.

I propose a middle ground	
I am nearly always concerned with satisfying all our wishes	

27.

I sometimes avoid taking positions which would create controversy	
If it makes other people happy, I might let them maintain their views	

28.

I am usually firm in pursuing my goals	
I usually seek the other's help in working out a solution	

29.

I propose a middle ground	
I feel that differences are not always worth worrying about	

30.

I try not to hurt the other person's feelings	
I always share the problem with the other person so that we can work it out	

Now you have completed this – every numbered option can be seen as A (top box) or B (bottom box) – Read the separate 'Descriptions' document where you can transfer your choices and reveal your preferences.