Lesson 4 – Identifying Your Conflict Style

Objectives:

- To identify various conflict styles and consider the advantages and disadvantages of each style.
- To identify and reflect on your own conflict style.

Directions: Complete this table describing how you would respond to each scenario. Then identify the type of response it is and why you would do it.

Types of Responses

A. Walk away from the situation, ignore it, or deny that there is a problem.
B. Do what others want, even if you disagree or if it's not what you want.
C. Find a solution that makes everyone happy.
D. Make a quick compromise.
E. Try to convince someone of your point or stand up for what you believe.

Scenario: What would you do when…?	My Response	Letter	Why
1. Your mother wants you to help her clean the house on Saturday night, and you want to go out with your friends.			
2. Your best friend always borrows your things and never gives them back.			
3. Someone is saying bad things about your friend. You are angry because you know what they are saying isn't true.			
4. You think your teacher has been unfair in grading your test. You think your grade should be higher.			
5. Your friend always wants to copy your homework, and it bothers you because it takes you a very long time to do your assignments.			

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What do my responses tell me about my conflict style?

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Conflict Styles

Conflict Style	Behavior	Usefulness	Limitations	Situations
Avoiding • Deny a problem • Pretend nothing is wrong	• Leave a situation • Hold back feelings and opinions			
Accommodating • Give in to other person's point of view • Pay attention to their concerns, not your own	• Apologize or say yes to end the conflict • Let others interrupt or ignore your feelings, ideas			
Problem Solving • Find a solution so everyone's happy • Examine sources of conflict	• Address your feelings, needs and wants • Listen to others			
Compromising • Each person wins some and loses some	• Interest in a solution • Desire to talk about problem			
Competing • Get what you want, no matter what • Some people win, some lose	• Interrupt, take over • Ignore others' feelings/ideas • Loud voice, maybe violence			

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