

Conflict Styles Inventory

How do you usually respond in situations in which your needs, wants and desires *differ* from those of another person? For each of the following statements, think about how much each statement applies to you and record your answer based on a 1 to 7 scale:

- 1= Does not describe me at all
- 2= Does not describe me very well
- 3= Does not describe me well
- 4= Neutral
- 5= Describes me some what
- 6= Describes me well
- 7= Describes me very well

- _____ 1. I tend to approach negotiation by considering the other person's wishes.
- _____ 2. I believe that differences are not always worth worrying about.
- _____ 3. I tend to give up some issues in exchange for others.
- _____ 4. I prefer an open, direct discussion of the problem.
- _____ 5. I am often quite firm in pursuing my needs, wants, and desires.
- _____ 6. I try to preserve the relationship and soothe the others' feelings.
- _____ 7. I avoid creating unpleasantness for myself.
- _____ 8. I often try to find a position that is between the other's and mine.
- _____ 9. I prefer to work through our differences immediately and thoroughly.
- _____ 10. I most often try to win my position.
- _____ 11. I try not to hurt the other's feelings.
- _____ 12. I prefer to avoid taking positions that create controversy.
- _____ 13. I prefer to find a fair combination of gains and losses for both of us.
- _____ 14. I try to get all concerns and issues immediately out.
- _____ 15. I focus mostly on the logic and benefits of my position.

Source: Adapted from the work of Thomas and Kilmann (1974) and Brinkman (2000).