

HOW I ACT IN A CONFLICT

These various proverbs indicate styles of conflict resolution. Read each of the proverbs carefully. Using the scale given, indicate how typical each proverb is of your actions in a conflict.

5 = very typical 4 = frequently typical 3 = sometimes typical
2 = seldom typical 1 = never typical

- _____ 1. It is easier to refrain than to retreat from a quarrel.
- _____ 2. If you cannot make a person think as you do, make him/her do as you think.
- _____ 3. Soft words win hard hearts.
- _____ 4. You scratch my back, I'll scratch yours.
- _____ 5. Come now and let us reason together.
- _____ 6. When two quarrel, the person who keeps silent first is the most praiseworthy.
- _____ 7. Might overcomes right.
- _____ 8. Smooth words make smooth ways.
- _____ 9. Better half a loaf than no bread at all.
- _____ 10. Truth lies in knowledge, not in majority opinion.
- _____ 11. He who fights and runs away lives to fight another day.
- _____ 12. He hath conquered well that hath made his enemies flee.
- _____ 13. Kill your enemies with kindness.
- _____ 14. A fair exchange brings no quarrel.
- _____ 15. No person has the final answer but every person has a piece to contribute.
- _____ 16. Stay away from people who disagree with you.
- _____ 17. Fields are won by those who believe in winning.
- _____ 18. Kind words are worth much and cost little.
- _____ 19. Tit for tat is fair play.
- _____ 20. Only the person who is willing to give us his or her monopoly on truth can ever profit from the truths that others hold.
- _____ 21. Avoid quarrelsome people as they will only make your life miserable.
- _____ 22. A person who will not flee will make others flee.
- _____ 23. Soft words ensure harmony.
- _____ 24. One gift for another makes good friends.
- _____ 25. Bring your conflicts into the open and face them directly; only then will the best solution be discovered.
- _____ 26. The best way of handling conflicts is to avoid them.
- _____ 27. Put your foot down where you mean to stand.
- _____ 28. Gentleness will triumph over anger.
- _____ 29. Getting part of what you want is better than not getting anything at all.
- _____ 30. Frankness, honesty, and trust will move mountains.
- _____ 31. There is nothing so important you have to fight for it.
- _____ 32. There are two kinds of people in the world, the winners and the losers.
- _____ 33. When one hits you with a stone, hit him or her with a piece of cotton.
- _____ 34. When both people give in halfway, a fair settlement is achieved.
- _____ 35. By digging and digging, the truth is discovered.

DETERMINING THE SCALE

___ 1.	___ 2.	___ 3.	___ 4.	___ 5.
___ 6	___ 7	___ 8	___ 9	___ 10
___ 11	___ 12	___ 13	___ 14	___ 15
___ 16	___ 17	___ 18	___ 19	___ 20
___ 21	___ 22	___ 23	___ 24	___ 25
___ 26	___ 27	___ 28	___ 29	___ 30
___ 31	___ 32	___ 33	___ 34	___ 35
___ Total	___ Total	___ Total	___ Total	___ Total

CONFLICT PROFILES

If I understand where I come from, I can better understand where others come from.

Column 1

AVOIDER

- Deny they are in conflict
- Avoid whole situation
- Walk away from it
- I'm just too busy to deal with this issue
- This is a lose-lose situation as neither can win because they do not understand each other

Column 2

COMPETITOR

- Stay in conflict – have power of whole issue
- Are blamers who finish sentences for others
- Tell you what you are thinking
- Come to my way of thinking. My way or the highway.
- They want to win. This is a win-lose situation.
- For a leader this is a devastating position as it destroys self-image
- Don't have to be powerful in approach, but always get the last word.

Column 3

ACCOMODATOR

- Lose-win situation
- Person swallows frustration and anger
- Accommodate passively
- Get power they lost.
- Dangerous because they try to control emotions vs. managing emotions properly.

Column 4

COMPROMISER

- Sounds healthy but if use compromise to understand will never work
- Don't talk about conflict
- Don't ask what is most effective but who's turn is it to win this time
- Understanding is the issue, not compromising

Column 5

COLLABORATOR

- Win-win situation
- Go for problem-solving
- Understanding of what is going on and willingness to address conflict
- Has genuine interest in you pains and hurts as well as own.
- Need a healthy self-image to do this. Takes courage.