

## Conflict Management Styles

Read the attributes of the five conflict management styles. Add two possible statements for each conflict management style.

<b>Attributes of the Five Conflict Management Styles</b>			
	<b>Characteristics</b>	<b>Goal</b>	<b>Possible Statements</b>
<b>Avoiding</b>	<i>I lose / You lose</i>  Unassertive and uncooperative	To feel safe. Best for situations where you don't care about the outcome or where using any of the other styles might threaten your well-being.	Ex: "Forget about it..."  <b>1.</b>  <b>2.</b>
<b>Accommodating</b>	<i>I lose / You win</i>  Unassertive but cooperative	Avoid a fight. Best for preserving relationships, or if time is of the essence.	Ex: "Yeah, I guess that's fine..."  <b>1.</b>  <b>2.</b>
<b>Compromising</b>	<i>I win a little but also lose a little / You win a little but also lose a little</i>  Somewhat assertive, somewhat cooperative	To have a chance at sometimes winning (or knowing you'll get your chance next); is also used to preserve relationships.	Ex: "Let's meet halfway..."  <b>1.</b>  <b>2.</b>
<b>Competing</b>	<i>I win / You lose</i>  Assertive but not cooperative	Best used when you don't care about the other person or if you don't have much time.	Ex: "We're gonna do it my way. Period."  <b>1.</b>  <b>2.</b>
<b>Collaborating</b>	<i>I win / You win</i>  Assertive AND cooperative	Both parties win (but it takes more time than the other styles).	Ex: "I hear your preference; mine is different, but I think we can find a way that we both agree on if we talk it out."  <b>1.</b>  <b>2.</b>