

## Conflict Styles Survey

*(Adapted from the Thomas-Kilman Conflict Styles Survey)*

This is survey designed to help you become more aware of your characteristic approach, or style, in managing conflict in the workplace.

### Instructions:

- Think of someone you work for or with, with whom you negotiate or have conflicts.
- After reading each statement, decide whether you use this kind of response frequently (write "3"), occasionally (write "2") or rarely (write "1").

1. Strongly advocate what needs to be done because you're right.	
2. Admit that you may be wrong.	
3. Say very little and keep disagreement to myself.	
4. Meet them halfway	
5. Take into account the other's point of view as well as your own.	
6. Likely to argue.	
7. Accommodate their wishes	
8. Try to change the subject.	
9. Try to reach a compromise and move on	
10. Try to find a new solution both of you will find acceptable.	
11. Firmly pursue your opinion until you are heard.	
12. Pretend to agree.	
13. Lighten it up and joke about it.	
14. Give in a little and encourage the other to do the same	
15. Encourage open communication and sharing of information.	
16. Make sure you are understood.	
17. Give in to keep peace.	
18. Avoid the other person.	
19. Try to develop areas of common ground.	
20. Make sure you really understand what's important to them before deciding on the solution.	

## Survey Response Tally

- Numbers 1 through 20 in the boxes below correspond with each of the 20 statements above. (Ignore the Roman numerals for now.)
- In the box corresponding with each of the above statements write the number that you assigned to that particular statement to the right of the dash.

Example:

If for Statement #1, “make sure that I am understood” you wrote “**2**” to correspond with the response “occasionally,” place a **2** to the right of the dash.

Statement <b>1:</b> <u>  2  </u>
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- Once you have completed inserting all of your responses into the 20 boxes, tally each of the columns labeled I through V. We will discuss and interpret the results at the workshop.
- The results of this survey are for your use and need not be shared with anyone.

I	II	III	IV	V
Statement <b>1:</b> _____	Statement <b>2:</b> _____	Statement <b>3:</b> _____	Statement <b>4:</b> _____	Statement <b>5:</b> _____
Statement <b>6:</b> _____	Statement <b>7:</b> _____	Statement <b>8:</b> _____	Statement <b>9:</b> _____	Statement <b>10:</b> _____
Statement <b>11:</b> _____	Statement <b>12:</b> _____	Statement <b>13:</b> _____	Statement <b>14:</b> _____	Statement <b>15:</b> _____
Statement <b>16:</b> _____	Statement <b>17:</b> _____	Statement <b>18:</b> _____	Statement <b>19:</b> _____	Statement <b>20:</b> _____
<b>Total I:</b>	<b>Total II:</b>	<b>Total III:</b>	<b>Total IV:</b>	<b>Total V:</b>