

# Exercise Three

## Assessing Your Conflict Management Styles

### Questions to Ask Yourself

1. How do the questionnaire results compare with my perception of how I manage disagreement and resolve conflict?
2. Based on my profile, what are my strengths and weaknesses?  
Dominant conflict-management style?
3. As I recollect, what are some specific instances when I have successfully resolved conflict?
4. My unsuccessful attempts to manage disagreements are usually characterized by what types of behavior?
5. In what ways do I allow the slings and arrows hurled at me to become walls of confinement or immobilizing stings?
6. If I am able to accept within my own mind all the possible responses to conflict, what place might compassion hold in resolving value differences?
7. Respond thoughtfully to this statement: “Conflict isn’t negative, it just is.”
8. Nature uses conflict as its primary motivator for change (creating beautiful beaches, canyons, mountains and pearls). How can I harness its energies to create a more synergistic landscape at work?
9. How can I use what I have discovered about the differences in conflict-management styles to choreograph team support at work?
10. Internalize this statement by Will Rogers: “Why not go out on a limb? That’s where the fruit is.”