

Conflict Styles Worksheet



Instructions: Read the descriptions of each conflict style and brainstorm the possible advantages and disadvantages of each. In what types of situations might each style be useful? Not as useful? Write to answers in the space provided.

Style	Description	Advantages	Disadvantages
Avoiding (No Winners, No Losers)	Avoids conflict by withdrawing, sidestepping, or postponing. "I can't right now, let's just forget it"		
Accommodating (I Lose, You Win)	Accommodating the needs and concerns of other people first, rather than one's own, high interest in maintaining the relationship "I'm flexible, whatever you want is really fine"		
Competing (I Win, You Lose)	An individual firmly pursues his or her own concerns despite the resistance of the other person. When goals are extremely important, one must sometimes use power to win "To save time, let's do it this way"		
Compromise (Win Some, Lose Some)	Compromising looks for an expedient and mutually acceptable solution which partially satisfies both parties. "Let's meet halfway"		
Collaboration (Win/Win)	Collaboration involves an attempt to work with the other person to find a win-win solution that most satisfies the needs and concerns of both parties. "Let's work together to see if we both be can get 100% of what we're looking for"		