CONFLICT STYLES

iluma LEARNING

PERSONAL CHALLENGE

1 Write your team mates' names in their conflict style boxes below:

COMPETING
aggressive
often adversarial

COLLABORATIVE
believes conflict is natural
seeks opinions of all parties

COMPROMISING
would like all parties to meet in the middle

AVOIDING
completely
avoids the issue

ACCOMMODATING
willingly gives up position

2 Looking at the unique mix of conflict styles above, what is something your team should probably watch out for when conflict arises? *Imbalances, potential pitfalls, blind spots, etc.*

3 With this new awareness, what is one thing your team can do going forward to correct those potential imbances, avoid those pitfalls, etc.?

4 Now that you know your own preferred Conflict Style, what is something you can do differently now to approach conflict with your team mates, co-workers and family members in a more balanced way?