

Conflict Style Questionnaire

Consider situations in which you find your wishes differing from those of another person. How do you usually respond to such situations?

For each of the following statements, think how likely you are to respond in that way to such a situation. Check the rating that best corresponds to your response.

	Very Unlikely	Unlikely	Likely	Very Likely
1. I am usually firm in pursuing my goals.	_____	_____	_____	_____
2. I try to win my position.	_____	_____	_____	_____
3. I give up some points in exchange for others.	_____	_____	_____	_____
4. I feel that differences are not always worth worrying about.	_____	_____	_____	_____
5. I try to find a position that is between the other's and mine.	_____	_____	_____	_____
6. In approaching negotiation, I try to consider the other person's wishes.	_____	_____	_____	_____
7. I try to show the logic and benefits of my position.	_____	_____	_____	_____
8. I always lean toward a direct discussion of the problem.	_____	_____	_____	_____
9. I try to find a fair combination of gains and losses for both of us.	_____	_____	_____	_____
10. I attempt to work through our differences immediately.	_____	_____	_____	_____
11. I try to avoid creating unpleasantness for myself.	_____	_____	_____	_____

**Very
Unlikely** **Unlikely** **Likely** **Very
Likely**

12. I might try to soothe the other's feelings and preserve our relationship. _____

13. I attempt to get all concerns and issues immediately out. _____

14. I sometimes avoid taking positions that create controversy. _____

15. I try not to hurt the other's feelings. _____

Scoring for Negotiation Style Questionnaire

Very Unlikely = 1
Unlikely = 2

Likely = 3
Very Likely = 4

Competing:	Item 1_____	Item 2_____	Item 7_____	TOTAL_____
Collaborating:	8_____	10_____	13_____	TOTAL_____
Compromising:	3_____	5_____	9_____	TOTAL_____
Avoiding:	4_____	11_____	14_____	TOTAL_____
Accommodating:	6_____	12_____	15_____	TOTAL_____