

## TIP SHEET: Do You Know Your Conflict Style?

From *Dealing with Challenge and Conflict* by Clark Reed / Netgain Partners Inc.  
(Cultural Careers Council Ontario and Cultural Human Resources Council, 2003).

Most of us tend to go through life trying to resolve conflicts using the same old behaviours, hoping for better results each time. Why? Because we don't *manage* how we personally deal with conflict, and because the stresses and high emotions of conflict situations lead us to fall back on our old habitual responses.

- Do you **avoid** conflict, and just try to get away from the person with whom you're in conflict?
- Do you tend to **accommodate** the other person and "give in" right away? Do you prefer to let the other person get their way rather than get involved in a potentially difficult discussion?
- Or do you **compete**, fighting to win and not give an inch, regardless of whether this approach is likely to lead to the best solution?
- Perhaps your preference is to **compromise**, wanting simply to find an acceptable middle ground and get on with work. Your aim is to resolve conflicts as quickly and easily as possible.
- Or, your natural tendency may be to work together and cooperatively with your colleagues, to explore concerns and ideas - yours and theirs - to resolve the conflict. You like to **collaborate** to reach the best solution.