

# 5 CONFLICT STYLES



	Can be used to:	Can be about:	Watch out for:
<p><b>COMPETITIVE</b> (Powerful Style)</p> <p>Win-lose scenario, can focus on outcome rather than relationship</p>	<ul style="list-style-type: none"> <li>• Bring energy and focus</li> <li>• Provide clarity</li> <li>• Facilitate a decision</li> </ul>	<ul style="list-style-type: none"> <li>• Being logical and verbal</li> <li>• Being assertive and efficient</li> <li>• Focusing on outcome rather than relationship</li> </ul>	<ul style="list-style-type: none"> <li>• Division, hurt, overpowering</li> <li>• Not listening well</li> <li>• Accidentally running over people and leaving them feeling hurt or dismissed</li> </ul>
<p><b>COMPROMISING</b> (Bridging Style)</p> <p>Win-win scenario with both sides sacrificing</p>	<ul style="list-style-type: none"> <li>• Focus on relationship</li> <li>• Get an argument over with</li> </ul>	<ul style="list-style-type: none"> <li>• Listening</li> <li>• Coming to an agreement</li> <li>• Respect</li> <li>• Commitment</li> </ul>	<ul style="list-style-type: none"> <li>• Delays</li> <li>• Resentments</li> <li>• Dishonesty or distrust</li> <li>• Misunderstanding</li> </ul>
<p><b>COLLABORATING</b> (Resolver Style)</p> <p>Win-win scenario with potentially lengthy process</p>	<ul style="list-style-type: none"> <li>• Find an ideal solution</li> <li>• Make things work the best</li> </ul>	<ul style="list-style-type: none"> <li>• Persistence</li> <li>• Relationship</li> <li>• Finding the best or healthiest solution</li> <li>• Listening</li> <li>• Prioritizing</li> </ul>	<ul style="list-style-type: none"> <li>• Frustration</li> <li>• Disappointment</li> <li>• Unrealistic expectations</li> <li>• Fatigue</li> <li>• Manipulation</li> </ul>
<p><b>ACCOMMODATING</b> (Sacrificial Style)</p> <p>Lose-win scenario</p>	<ul style="list-style-type: none"> <li>• Prioritize needs and wants</li> <li>• Let some things go</li> <li>• Encourage teamwork</li> </ul>	<ul style="list-style-type: none"> <li>• Serving</li> <li>• Giving</li> <li>• Sacrificing</li> <li>• Looking for the best in others</li> </ul>	<ul style="list-style-type: none"> <li>• Resentment</li> <li>• Passive-aggressiveness</li> <li>• Insecurity</li> <li>• Fear</li> <li>• Lack of assertiveness</li> </ul>
<p><b>AVOIDING</b> (Silent Style)</p>	<ul style="list-style-type: none"> <li>• Seek wisdom</li> <li>• Seek the right timing</li> <li>• Cool down</li> </ul>	<ul style="list-style-type: none"> <li>• Wisdom</li> <li>• Not liking conflict</li> <li>• Being unassertive, uncooperative, and/or fearful</li> <li>• Needing space and time to think</li> </ul>	<ul style="list-style-type: none"> <li>• Disconnection</li> <li>• Avoidance of important things</li> <li>• Shutting down</li> <li>• Emotional outbursts</li> <li>• Gossip</li> <li>• Fear</li> </ul>