

## Conflict Style Questionnaire

Think of two different situations (A and B) where you have a conflict, a disagreement, an argument, or a disappointment with someone, such as a roommate or a work associate. Write the name of the person for each situation below. According to the scale below, fill in your scores for Situation A and Situation B. For each question, you will have two scores. For example, on question 1 the scoring might look like this: 1. 

2	4
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**Person A** \_\_\_\_\_

**Person B** \_\_\_\_\_

1 = never

2 = seldom

3 = sometimes

4 = often

5 = always

	Situation A	Situation B	
1.	_____	_____	I avoided being 'put on the spot'; I kept conflicts to myself.
2.	_____	_____	I used my influence to get my ideas accepted.
3.	_____	_____	I usually tried to 'split the difference' in order to resolve the issue.
4.	_____	_____	I generally tried to satisfy to others' needs.
5.	_____	_____	I tried to investigate the issue to find a solution acceptable to both of us.
6.	_____	_____	I usually avoided open discussion of my differences with the other.
7.	_____	_____	I used my authority to make a decision in my favor.
8.	_____	_____	I tried to find a middle course to resolve an impasse.
9.	_____	_____	I usually accommodated the others' wishes.
10.	_____	_____	I tried to integrate my ideas with the other's to come up with a decision jointly.
11.	_____	_____	I tried to stay away from my disagreement with the other.
12.	_____	_____	I used my expertise to make a decision that favors me.
13.	_____	_____	I proposed a middle ground for breaking deadlocks.
14.	_____	_____	I gave in to the other's wishes.
15.	_____	_____	I tried to work with the other to find solutions that satisfy both our expectations.
16.	_____	_____	I tried to keep my disagreement to myself in order to avoid hard feelings.
17.	_____	_____	I generally pursued my side of an issue.
18.	_____	_____	I negotiated with the other to reach a compromise.
19.	_____	_____	I often went with the other's suggestions.
20.	_____	_____	I exchanged accurate information with the other so we can solve a problem together.
21.	_____	_____	I tried to avoid unpleasant exchanges with the other.
22.	_____	_____	I sometimes used my power to win.
23.	_____	_____	I used 'give and take' so that a compromise could be made.
24.	_____	_____	I tried to satisfy the other's expectations.
25.	_____	_____	I tried to bring all our concerns out in the open so that issues could be resolved.

# Conflict Style Questionnaire

## Scoring Key

Add up your scores on the following questions

A	B	A	B	A	B	A	B	A	B
1.		2.		3.		4.		5.	
6.		7.		8.		9.		10.	
11.		12.		13.		14.		15.	
16.		17.		18.		19.		20.	
21.		22.		23.		24.		25.	
total		total		total		total		total	
A	B	A	B	A	B	A	B	A	B
Avoidance totals		Competition totals		Compromise totals		Accommodation totals		Collaboration totals	

## Scoring interpretation

This questionnaire is designed to identify your conflict style and examine how it varies in different contexts or relationships. By comparing your total scores for the different styles, you can discover which conflict style you rely most heavily upon and which style you use the least. Furthermore, by comparing your scores for Situation A and Situation B, you can determine how your style varies or stays the same in different relationships. Your scores on this questionnaire are indicative of how you responded to a particular conflict at a specific time and therefore might change if you selected a different conflict or a different conflict period. The Conflict Style Questionnaire is not a personality test that labels or categorizes you; rather, it attempts to give you a sense of your more dominant and less dominant conflict styles.

Scores from 21 to 25 are representative of a very strong style.

Scores from 16 to 20 are representative of a strong style.

Scores from 11 to 15 are representative of an average style.

Scores from 6 to 10 are representative of a weak style.

Scores from 0 to 5 are representative of a very weak style.