



Self-assessment - Strategies for handling conflict

Instructions: Indicate how often you use each of the following skills by circling the appropriate number. After you have completed the survey, use the scoring key to tabulate your results.

ACTIONS	RARELY					ALWAYS				
1. I tenaciously argue my position	1	2	3	4	5					
2. I try to put the needs of others above mine	1	2	3	4	5					
3. I try to arrive at a compromise both parties can accept	1	2	3	4	5					
4. I try not to get involved in conflicts	1	2	3	4	5					
5. I strive to thoroughly, jointly investigate issues	1	2	3	4	5					
6. I try to find fault in the other persons position	1	2	3	4	5					
7. I strive to foster harmony	1	2	3	4	5					
8. I negotiate to get a proportion of what I propose	1	2	3	4	5					
9. I avoid open discussions of controversial subjects	1	2	3	4	5					
10. I openly share information with others in resolving disagreements	1	2	3	4	5					
11. I enjoy winning an argument	1	2	3	4	5					
12. I go along with the suggestions of others	1	2	3	4	5					
13. I look for a middle ground to resolve disagreements	1	2	3	4	5					
14. I keep my true feelings to myself to avoid disagreements	1	2	3	4	5					
15. I encourage the open sharing of concerns and issues	1	2	3	4	5					
16. I am reluctant to admit I am wrong	1	2	3	4	5					
17. I try to help others avoid "losing face" in a disagreement	1	2	3	4	5					
18. I stress the advantages of "give and take"	1	2	3	4	5					
19. I encourage others to take the lead in resolving controversy	1	2	3	4	5					
20. I state my position as only one point of view	1	2	3	4	5					

FORCING

<u>Item</u>	<u>Score</u>
1	_____
6	_____
11	_____
16	_____
<i>Total</i>	_____

AVOIDING

<u>Item</u>	<u>Score</u>
4	_____
9	_____
14	_____
19	_____
<i>Total</i>	_____

ACCOMMODATING

<u>Item</u>	<u>Score</u>
2	_____
7	_____
12	_____
17	_____
<i>Total</i>	_____

COLLABORATING

<u>Item</u>	<u>Score</u>
5	_____
10	_____
15	_____
20	_____
<i>Total</i>	_____

COMPROMISING

<u>Item</u>	<u>Score</u>
3	_____
8	_____
13	_____
18	_____
<i>Total</i>	_____

PRIMARY CONFLICT MANAGEMENT

Strategy: _____

SECONDARY CONFLICT MANAGEMENT

Strategy: _____

Spend a few moments considering your interactions related to IPE/IPC. Record one or more of the challenging interactions that involved, or had the potential for, interprofessional conflict, below.

SITUATION	SOURCE

© Adapted from Whitlam and Cameron (2005). *Developing Management Skills* 6th Ed. Pearson: Prentice Hall