

Dominating

- **Dominating style**, also known as competing, indicates a high concern for self and a low concern for others.
- A dominating person stands up for their own wants and needs and ignores the needs of others.
- They defend personal positions that they believe are correct and right.
- This is a win-lose style that can be seen as bullying or intimidating to win one's position.

Conflict Style	Works best in situations when...	Not suited for situations when...
Dominating	<ol style="list-style-type: none"> 1. The issue is trivial. 2. A speedy decision is needed. 3. The unpopular course of action is implemented. 4. It is necessary to overcome assertive subordinates or coworkers. 5. An unfavorable decision by the other party may be costly to you. 6. Subordinates or coworkers lack expertise to make the decision. 7. The issue is important to you. 	<ol style="list-style-type: none"> 1. The issue is complex. 2. The Issue is not important to you. 3. Both people have positions of authority. 4. The decision does not have to be made quickly. 5. Your subordinates possess a high degree of competence.

Adapted from:

Rahim, M. Afzalur. "Toward A Theory of Managing Organizational Conflict." *International Journal of Conflict Management*, vol. 13, no. 3, 2002, pp. 206–235., doi:10.1108/eb022874.