

### Obliging

- The **obliging style**, also known as accommodating or placating, is about giving in to others.
- It places a very high value on others and a low concern for self.
- An obliging person neglects and sacrifices what they want to satisfy the concern of the other person.
- This style is non-confrontational, minimizes differences and emphasizes what you have in common to satisfy the other person.
- This style may take the form of selfless generosity, charity or obedience .
- An obliging person will likely absorb conflict and can be seen as acting friendly in the face of hostility.

Conflict Style	Works best in situations when...	Not suited for situations when...
Obliging	<ol style="list-style-type: none"> <li>1. You believe that you may be wrong.</li> <li>2. The issue is more important to the other person.</li> <li>3. You are willing to give up something in exchange for something from the other person in the future.</li> <li>4. Preserving the relationship is important.</li> </ol>	<ol style="list-style-type: none"> <li>1. The issue is important to you.</li> <li>2. You believe that you are right.</li> <li>3. The other party is wrong or unethical.</li> </ol>

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.