



LEAD to Succeed™ Conflict Style Inventory

Section 2: 1.5

Adapted from the Rahim Organization Conflict Style Inventory

This activity will help you assess your conflict management style. Once you complete this self-assessment, you will tally up your scores to determine which of the five styles of conflict management your answers most closely align with.

- Integrating
- Obliging
- Dominating
- Avoiding
- Compromising

Remember, there are no right or wrong answers!

When completing the inventory and answering each question, think about a specific person that you work with and a recent difficult conversation. Please check whether you agree or disagree to indicate how you handled your disagreement or conflict with that individual.

Answer the following questions as they connect with that person, including their name in your mind whenever you see a blank space.

Choose if you agree or disagree with each statement.

Question	Agree	Disagree
1) When a conflict arises with my _____, I try to find an acceptable solution.		
2) I generally try to help my _____ when needed.		
3) I try to avoid being “put on the spot” and try to keep my conflict with my _____ to myself.		
4) I try to integrate my ideas with my _____ to come up with a joint decision.		
5) When having conversation with my _____ I give some to get some.		
6) When a conflict arises with my _____, I try to work with them to find a solution that we can both agree on.		
7) I usually avoid confrontation with my _____.		
8) I usually hold on to my solution to a problem.		

Question	Agree	Disagree
9) I try to find a happy medium to resolve a disagreement or conflict.		
10) I use my influence to get my ideas accepted		
11) I use my authority to make a decision in my favor		
12) I usually try to make my _____ happy.		
13) I give in to the wishes of my _____.		
14) When addressing conflicts with my _____, I win some and I lose some.		
15) I always share all the necessary information with my _____ so we can work together to problem solve.		
16) I sometimes help my _____ to make a decision in her/his favor.		
17) I usually compromise with my _____, even if it's not what I want.		
18) I will argue my case with my _____ to prove my point.		
19) I try to play down our differences to reach a compromise.		
20) I usually propose a middle ground for breaking deadlocks.		
21) I negotiate so a compromise can be reached.		
22) I try to stay away from disagreement with my _____.		
23) I avoid any encounter with my _____.		
24) I use my expertise to make a decision in my favor.		
25) I often go along with the suggestions of my _____.		
26) I use "give and take", when interacting with my _____ so that a compromise can be made.		
27) I am generally firm in pursuing my side of an issue.		
28) I try to bring all concerns out in the open so that the issues can be resolved in the best possible way.		
29) I collaborate with my _____ to come up with decisions acceptable to us		
30) I try to satisfy the expectations of my _____		
31) I sometimes use my power to win a competitive situation		
32) I try to keep my disagreement with my _____ to myself in order to avoid hard feelings.		
33) I try to avoid unpleasant exchanges with my _____.		
34) I generally avoid an argument with my _____.		
35) I try to work with my _____ for a proper understanding of a problem.		

Scoring Key:

Agree = 1

Disagree = 0

Put “1” for each question you answer “Agree” and “0” for “Disagree” to the corresponding numbered question.

1. Integrating Style

1	4	6	15	28	29	35	TOTAL

2. Obliging Style

5	12	13	16	17	25	30	TOTAL

3. Dominating Style

8	10	11	18	24	27	31	TOTAL

4. Avoiding Style

3	7	22	23	32	33	34	TOTAL

5. Compromising Style

2	9	14	19	20	21	26	TOTAL

The highest score reflects your particular style, although you may fall into more than one category.

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