

Avoiding

- The **avoiding style**, also known as suppression, indicates a low concern for self and others.
- People with this style fail to satisfy their own concerns, as well as concerns of others.
- It has been associated with buck-passing and sidestepping situations.
- This style may take the form of postponing an issue until a better time, or simply avoiding the situation altogether.
- This style often seems as though the individual has little concern toward the issues or people involved in conflict and may deny the existence of conflict in public.

Conflict Style	Works best in situations when...	Not suited for situations when...
Avoiding	<ol style="list-style-type: none"> 1. The issue is trivial. 2. The potential conflict of confronting the other person outweighs the benefits of resolution. 3. A cooling-off period is needed. 	<ol style="list-style-type: none"> 1. The issue is important to you. 2. It is your responsibility to make a decision. 3. The people involved are unwilling to defer and the issue must be resolved. 4. Prompt attention is needed.

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.