

PROJECT B

Cohen Conflict Response Inventory (short version)

Read the items below and after each one, circle the number under the category that indicates how much the item is like you. Answer the questions in terms of how you handle conflict situations. There are no wrong answers to these questions.

	very unlike me	unlike me	neutral	like me	very like me
1. I try to find the best solution to a problem that is acceptable to both parties.	1	2	3	4	5
2. I try to find a middle of the road solution to conflicts.	1	2	3	4	5
3. I try to keep myself out of disagreements.	1	2	3	4	5
4. I usually give in to other people's needs.	1	2	3	4	5
5. I tend to use my power or authority to get my way in a conflict situation.	1	2	3	4	5
6. I share ideas with others so that we may collaborate and come up with a final solution.	1	2	3	4	5
7. I try to find a middle ground solution to a problem.	1	2	3	4	5
8. I try to avoid argument situations.	1	2	3	4	5
9. I try to make other people happy.	1	2	3	4	5
10. I will use threats if I have to in order to get people to see it my way.	1	2	3	4	5
11. I share resources with others so that we may come up with the best possible solution.	1	2	3	4	5
12. I try to negotiate with people to find an acceptable solution.	1	2	3	4	5
13. I tend to avoid engaging in conversations about differences.	1	2	3	4	5
14. I usually go along with the solutions offered by the other party.	1	2	3	4	5
15. I often get very angry and hostile when others do not agree to my solution to a problem.	1	2	3	4	5
16. I try to investigate problems with others so we can get to the root of the problem.	1	2	3	4	5
17. I try to put all other things aside so that a solution can be reached that is acceptable to all.	1	2	3	4	5
18. I pretend or deny the fact that a conflict situation exists between myself and another.	1	2	3	4	5
19. I try to satisfy the needs of others.	1	2	3	4	5

	very unlike me	unlike me	neutral	like me	very like me
20. I sometimes bully my way to get others to agree with me.	1	2	3	4	5
21. I try to meet the needs and goals of both parties to come up with a final solution.	1	2	3	4	5
22. I tend to give up some of my own needs to come up with a mutually acceptable decision.	1	2	3	4	5
23. I usually withdraw from a disagreement.	1	2	3	4	5
24. I feel it is important to satisfy others' needs.	1	2	3	4	5
25. I try to show my expertise and knowledge to get others to agree with me.	1	2	3	4	5

Scoring

For each statement, write down the number you circled. Add up the total for each combination of statements as instructed below. Record that total in the blank under Conflict Response Style.

Statement Number and Score	Conflict Response Style
1, 6, 11, 16, and 21	_____ Sage
2, 7, 12, 17, and 22	_____ Diplomat
3, 8, 13, 18, and 23	_____ Ostrich
4, 9, 14, 19, and 24	_____ Philanthropist
5, 10, 15, 20, and 25	_____ Warrior

The style under which you recorded your highest score is your preferred way of dealing with conflict. The description of each style follows.

Descriptions of Conflict Response Styles

Sage

Sages have a high concern for both themselves and the other party involved in a conflict situation. They use an integrating, cooperative conflict style and view conflict in a positive light. This style is solution oriented where an open exchange of information is used. It is associated with problem solving and brainstorming with others, which leads to the best possible solution to a conflict, one that is mutually beneficial to all parties. Overall, this is the best way to effectively resolve conflict.

Diplomat

The Diplomat uses a compromising conflict style. This style involves give and take to derive a mutually acceptable solution to all parties. Solutions are reached that involve the least amount of personal loss, with both parties negotiating, splitting the differences, or seeking a middle-ground solution to a conflict. Most likely, the end result is not the best solution, but a solution that both parties can live with. Diplomats are concerned with getting their own needs met first.

