

THOMAS-KILMANN CONFLICT MODE QUESTIONNAIRE

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YOUR RESULTS:

YOUR MAIN THOMAS-KILMANN CONFLICT MODE(S):
COLLABORATIVE (THE OWL)

Each of us is capable of using all five conflict modes, and none of us can be characterized as having a single rigid style of dealing with conflict. However, because of personality traits or by habit, individuals tend to use one or two modes at a greater frequency than the others.

There is a formula for predicting the outcome of a conflict situation:

A = COMPETITION + COLLABORATION 1/2 COMPROMISE

B = AVOIDANCE ACCOMODATION 1/2 COMPROMISE

If A > B, you have a chance to win the conflict situation; if B > A, your opponent has a chance to win the conflict.

Your Result: A = 124; B = 124, so you and your opponent have equal chances to win the conflict

DISCOVER WHAT THOMAS-KILMANN CONFLICT MODES MEAN:

COMPETITION



YOU SCORED 33%

A person with this style is persistent and firm, they are aimed at power and pressure. Only their desires and needs can motivate a person to compete. During the fight, they use all vigor to win and defend correct, from their point of view, opinions.

COLLABORATION



YOU SCORED 75%

A person with this model of behavior enjoys the combination of strength and cooperation. Such a person tries to find a solution that would satisfy both sides to the fullest. To do this, it is necessary to thoroughly study the disagreements, understand what drives the opponent, and find an opportunity to resolve the conflict with the maximum profit for both sides at the same time.

COMPROMISE



YOU SCORED 33%

Their goal is to find a solution that will be mutually acceptable and will partially suit both parties. The compromise is between competition and adaptation. A person with this type of behavior is ready to yield more than one of competition type but less than an adaptive individual. Such a person is aimed at reaching an agreement and ready

to compromise if it is reciprocal.

AVOIDANCE



YOU SCORED 50%

The person using this style is neither firm nor, at the same time, obstinate. They do not protect their own interests, as well as do not care about the of another`s interests either. They are not seeking to resolve the conflict. A person diplomatically avoids conflict, postpones, or simply avoids threatening situations.

ACCOMMODATION



YOU SCORED 58%

The person using the accommodating style is indecisive but cooperative. Such a method is the opposite of competition. A person of this model is ready to neglect their own interests to please someone else. The motive for such behavior may be the understanding of own wrongfulness, unwillingness to ruin relations, subordinate position, or solely reluctance to aggravate the conflict.

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