

Conflict Management Styles Defined

Collaborating - Works to find a 'win-win' solution where both parties reach their objectives.

Obliging - Resolves conflict by 'giving in' and letting the other party have its way.

Dominating - Resolves conflict by directing the other party to accept his/her position.

Avoiding - Chooses to avoid conflict rather than face it directly.

Compromising - Resolves conflict by 'meeting in the middle' where both parties lower their demands.

Scores Explained

The marker  represents this participant's results compared to a research sample of managers

Scores range between 1-10 with the average range between 3.5-7.5 and a midpoint of 5.5.

With Supervisors

Collaborating

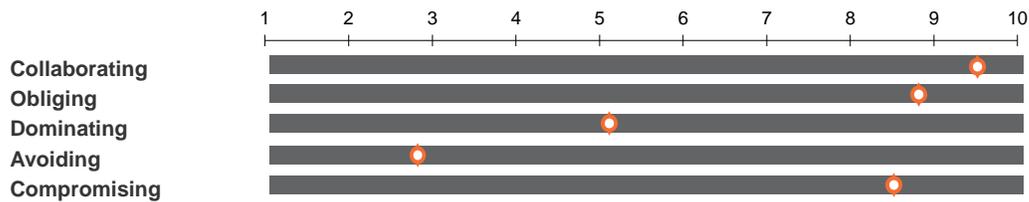
Obliging

With supervisors or people they reports to, their primary or preferred conflict management style is 'Collaborating'.

This means that Kelly Sample would most likely try to find a "win-win" solution where both parties can achieve their objectives.

Their second most preferred conflict management style with their supervisors is 'Obliging'.

This indicates that Kelly Sample would also be willing to let the other party get what they want to resolve a conflict or disagreement.



With Direct Reports

Dominating

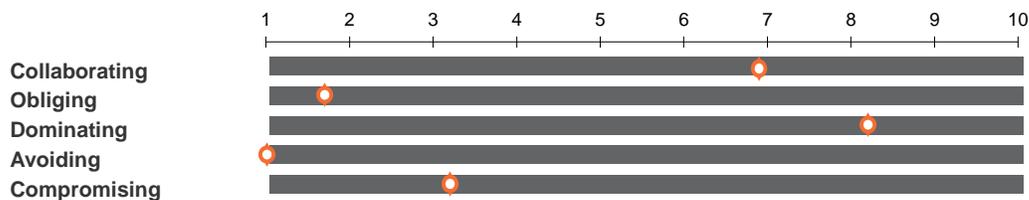
Collaborating

With direct reports, their primary or preferred conflict management style is 'Dominating'.

Based on this, Kelly Sample would most likely be firm and directive to quickly and decisively resolve issues or challenges with direct reports.

Their second most preferred conflict management style with their direct reports is 'Collaborating'.

This indicates that Kelly Sample would also try to find a way for both parties to get what they want, when possible.



With Peers

Collaborating

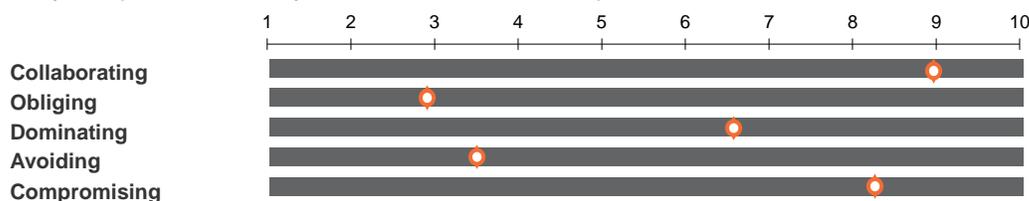
Compromising

With their peers, their primary or preferred conflict management style is 'Collaborating'.

This shows that Kelly Sample would most likely try to find a "win-win" so both all parties get what they want without having to make concessions.

Their second most preferred conflict management style with their peers is 'Compromising'.

This indicates that Kelly Sample would also try to find a solution where all parties make concessions to "meet in the middle".



DISCLAIMER: These results should always be considered in the context of all available information about a person and should not be used as the sole factor for making employment-related decisions.