



COMPETING

- The competing person may feel that you are criticizing him or her.
- Others may not understand where the competing person is coming from.

Be assertive, but choose your words carefully. Don't be afraid to ask a competing person about their motives and to share your own.

COLLABORATING

- The collaborating person may feel that you are dumping all responsibility, or not cooperating, or that you are unappreciative.
- Others may feel that the collaborating person is meddling or making things more complicated than they need to be.

Take time to acknowledge the collaborating person's good intentions, and set clear boundaries.

COMPROMISING

- The compromising person may feel that you are unreasonable or slow to agree.
- Others may feel that the compromising person doesn't stand for anything or wants to resolve everything in quick-fix fashion.

Explain that you do not want to be unreasonable, but that certain concerns must be addressed before you can feel comfortable with the resolution.

AVOIDING

- The avoiding person may feel pushed by you, and further retreat.
- Others may feel that the avoiding person "doesn't care" or that he or she is not capable.

Be persistent, but gentle. For example, accept that the avoiding person is "too busy" and ask when would be a better time.

ACCOMMODATING

- The accommodating person may feel that you are taking advantage of him or her, and that you care only about your own concerns.
- Others may feel that the accommodating person is a pushover.

Ask the accommodating person about his or her needs and concerns. Let the person know that you are trusting him or her to be forthcoming.