

CONFLICT STYLE SELF-ASSESSMENT

Conflict Mode Worksheet



Choose which conflict mode is being employed with each response.

CONFLICT MODE	SUPERVISOR
	Profits are really slipping in your area. I know you don't want to reduce your head count, but if things don't change, we will have no choice. I'll give you until the end of the year to turn things around.
	Do you have any ideas about why profits are falling in your area? We need to find a way to turn things around, and I tend to think that reducing head count would help, but I'm interested in your thoughts.
	Profits in your area are really taking a hit. Hey, is that a new suit?
	What do you need in order to bring profits back up in your area? Should we reduce head count? You tell me.
	Your profits are falling. You need to cut two, maybe three people from your staff to stay within your budget for this year.

CONFLICT MODE	ODE SALES MANAGER I'm open to whatever you think would be best. Just let me know what you want me to do.				
	I know we need to react, but I'm not convinced that reducing head count is the answer. I've been looking into some other ideas that I would like to discuss with you to see if we can come up with some creative options together.				
	I don't believe reducing head count is the best way to cut expenses. That would hurt productivity and service levels. Let me tell you a plan I think will make both of us happy.				
	There is no need to reduce head count. I have everything under control. With the changes I've made you will begin to see significant improvement very soon.				
With the economy the way it is, the whole industry is suffering. should reassess the ridiculous pricing schedule we got handed for Accounting.					