

5 STYLES OF **CONFLICT** MANAGEMENT

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EXAMPLE OF USAGE

APPROACH	CHARACTERISTICS	EXAMPLES OF APPROPRIATE USE
Avoiding	You don't want to deal with the conflict so a person stalls or ignores the conflict.	<ul style="list-style-type: none"> When one or more parties need time to calm down or consider a situation. When issues are of low importance.
Accommodating	A person forgoes their concerns, acts selflessly, and simply obeys or accept the other persons point of view.	<ul style="list-style-type: none"> When issues are of low importance.
Compromising	A person splits the difference with the other person to reach a quick agreeable way forward.	<ul style="list-style-type: none"> When the decision is a temporary solution. The issue is of moderate importance.
Competing	A person wants their ideas and way to win over the other person.	<ul style="list-style-type: none"> When the issue is of great importance and the solution matters.
Collaborating	You cocreate a way forward that satisfies all persons. A great solution but it takes longer.	<ul style="list-style-type: none"> When implementing a long-term solution. When gaining commitment.