

CONFLICT

From Thomas-Kilmann Conflict Mode Instrument

Basics Concepts

- Assertive
- Cooperative
- Unassertive
- Uncooperative

Competing

- Assertive and Uncooperative
- Pursuing one's own concerns exclusively
- Could also mean standing up for your rights

Accommodating

- Unassertive and Cooperative
- Opposite of Competing
- Neglecting one's own concerns
- Yielding to another's point of view

Avoiding

- Unassertive and Uncooperative
- Not addressing the conflict
- Sidestepping the issue
- Withdrawing from a threatening situation

Collaborating

- Assertive and Cooperative
- Opposite of Avoiding
- Digging into the issue
- Exploring disagreement
- Trying to find a creative solution

Compromising

- Assertive and Cooperative (intermediate)
- Finding an expedient solution that satisfies both parties
- Not going into in-depth exploration