

# Team Conflict Situation Assessment

This assessment will help your team decide the best handling style (avoiding, accommodating, compromising, collaborating, competing) to implement to resolve the conflict being discussed. Discuss each statement below as a team and check all that accurately describe your team's conflict situation.

Check all that are true	Conflict Situation Statements	Conflict Style
	The issue is small and there are more important issues to deal with	<b>AVOID</b>
	The issue is <b>not</b> having a negative impact on any relationships in the team	<b>AVOID</b>
	Before we can deal with this issue effectively we need to gather more information	<b>AVOID</b>
	There are negative emotions or feelings lingering in some members due to this issue	<b>AVOID</b>
	<b>TOTAL</b>	
	The issue is not seen as important to all team member(s)	<b>ACCOMMODATE</b>
	There is a chance that the information we have is wrong or incomplete	<b>ACCOMMODATE</b>
	It is not a good time to resolve this issue	<b>ACCOMMODATE</b>
	Maintaining harmony in the relationships is extremely important	<b>ACCOMMODATE</b>
	<b>TOTAL</b>	
	Everyone involved is equal in power	<b>COMPROMISE</b>
	Those involved have opposing views and are resistant to changing them	<b>COMPROMISE</b>
	To save time, we can reach a temporary solution for parts of a more complex issue	<b>COMPROMISE</b>
	We have tried to collaborate around this issue and failed	<b>COMPROMISE</b>
	<b>TOTAL</b>	
	Better understanding the different perspectives on this issue is important for resolution	<b>COLLABORATE</b>
	It is important for all individuals to accept and commit to the outcome	<b>COLLABORATE</b>
	The individuals involved are flexible in their thinking and are willing to adjust as more information is presented and new options are suggested	<b>COLLABORATE</b>
	There are existing hard feelings/animosity among members	<b>COLLABORATE</b>
	<b>TOTAL</b>	
	It is not important to consider opposing perspectives in order to deal with this issue	<b>COMPETE</b>
	Time is short and a quick decision is needed immediately	<b>COMPETE</b>
	It is clear that some members do not have a chance to contribute their perspectives to the discussion and need to stand up for their rights/ideas	<b>COMPETE</b>
	The issue involves implementing a difficult decision (ie. enforcing rules/discipline)	<b>COMPETE</b>
	<b>TOTAL</b>	

The style with the most checks can be considered a reasonable approach in managing this conflict. However, consider the following statements before deciding as a team which style should be used to resolve your conflict.

### CHECK ALL THAT ARE TRUE

	It is important that the issue is resolved	<b>DO NOT AVOID</b>
	It is important that everyone's ideas/voice are recognized and not neglected	<b>DO NOT ACCOMMODATE</b>
	Innovation is an important outcome for our team	<b>DO NOT COMPROMISE</b>
	We do not have a lot of time to reach a solution	<b>DO NOT COLLABORATE</b>
	It is very important that the others involved do not come to resent one	<b>DO NOT COMPETE</b>