

# Conflict Questionnaire

Conflicts always occur and you can profit from them if you have the necessary skills. It is important therefore, that you master the skills necessary for resolving conflicts constructively. The first step for doing so is to become more aware of your most frequently used strategies for managing conflicts.

The proverbs listed below can be thought of as descriptions of some of the strategies for resolving conflicts. Proverbs state traditional wisdom. These proverbs reflect traditional wisdom for resolving conflicts. Read each of the proverbs carefully. Using the scale below indicate how typical each proverb is of your actions in a conflict.

- 5 Very typical of the way I act in conflict
- 4 Frequently typical of the way I act in conflict
- 3 Sometimes typical of the way I act in conflict
- 2 Seldom typical of the way I act in conflict
- 1 Never typical of the way I act in conflict

- \_\_\_ 1 It is easier to refrain than retreat from a quarrel
- \_\_\_ 2 If you cannot make a person think as you do, make him or her do as you think
- \_\_\_ 3 Soft words win hard hearts
- \_\_\_ 4 You scratch my back, I'll scratch yours
- \_\_\_ 5 Come now and let us reason together
- \_\_\_ 6 When two quarrel, the person who keeps silent is the most praiseworthy
- \_\_\_ 7 Might overcomes right
- \_\_\_ 8 Smooth words make smooth ways
- \_\_\_ 9 Better half a loaf than no bread at all
- \_\_\_ 10 Truth lies in knowledge, not in majority opinion
- \_\_\_ 11 He who fights and runs away lives to fight another day
- \_\_\_ 12 He hath conquered well that hath made his enemies flee

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- \_\_\_ 13 Kill your enemies with kindness
- \_\_\_ 14 A fair exchange brings no quarrel
- \_\_\_ 15 No person has the final answer but every person has a piece to contribute
- \_\_\_ 16 Stay away from people who disagree with you
- \_\_\_ 17 Fields are won by those who believe in winning
- \_\_\_ 18 Kind words are worth much and cost little
- \_\_\_ 19 Tit for tat is fair play
- \_\_\_ 20 Only the person who is willing to give up his or her monopoly on truth can ever profit from the truths that others hold
- \_\_\_ 21 Avoid quarrelsome people as they will only make your life miserable
- \_\_\_ 22 A person who does not flee will make others flee
- \_\_\_ 23 Soft words ensure harmony
- \_\_\_ 24 One gift for another makes good friends
- \_\_\_ 25 Bring your conflicts into the open and face them directly; only then will the best solution be found
- \_\_\_ 26 The best way of handling conflicts is to avoid them
- \_\_\_ 27 Put your foot down where you mean to stand
- \_\_\_ 28 Gentleness will triumph over anger
- \_\_\_ 29 Getting part of what you want is better than not getting anything at all
- \_\_\_ 30 Frankness, honesty and trust will move mountains
- \_\_\_ 31 There is nothing so important in life that we have to fight for it
- \_\_\_ 32 There are two kinds of person in the world - the winners and the losers
- \_\_\_ 33 When one hits you with a stone, hit him or her with a piece of cotton
- \_\_\_ 34 When both people give in halfway, a fair settlement is achieved
- \_\_\_ 35 By digging and digging, the truth is discovered

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Withdrawing Forcing Smoothing Compromising Confronting

___ 1	___ 2	___ 3	___ 4	___ 5
___ 6	___ 7	___ 8	___ 9	___ 10
___ 11	___ 12	___ 13	___ 14	___ 15
___ 16	___ 17	___ 18	___ 19	___ 20
___ 21	___ 22	___ 23	___ 24	___ 25
___ 26	___ 27	___ 28	___ 29	___ 30
___ 31	___ 32	___ 33	___ 34	___ 35
___	___	___	___	___

**The higher the score for each conflict strategy, the more frequently you tend to use that strategy. The lower the total score for each conflict strategy the less frequently you tend to use that strategy.**

