

For each item, select the statement that BEST represents how you would respond in that situation. What statement is MOST characteristic of your own behavior. In many cases, neither A nor B may be very typical of your behavior, however, please select the response that you would be more LIKELY to use.

Question 1.

- A. There are times when I let others take responsibility for solving the problem.
- B. Rather than negotiate the things on which we disagree, I try to stress those things on which we both agree.

Question 2.

- A. I try to find a compromise solution.
- B. I attempt to deal with all of his/her and my own concerns.

Question 3.

- A. I am usually firm in pursuing my own goals.
- B. I might try to soothe the other's feelings and preserve our relationship.

Question 4.

- A. I try to find a compromise solution.
- B. I sometimes sacrifice my own wishes for the wishes of the other person.

Question 5.

- A. I consistently seek the other's help in working out a solution.
- B. I try to do what is necessary to avoid useless tensions.

Question 6.

- A. I try to avoid creating unpleasantness for myself.
- B. I try to win my position.

Question 7.

- A. I try to postpone the issue until I have had some time to think it over.
- B. I give up some points in exchange for others.

Question 8.

- A. I am usually firm in pursuing my goals.
- B. I attempt to get all concerns and issues immediately out in the open.

Question 9.

- A. I feel that differences are not always worth worrying about.
- B. I make some effort to get my way.

Question 10.

- A. I am firm in pursuing my own goals.
- B. I try to find a compromise solution.

Question 11.

- A. I attempt to get all concerns and issues immediately out in the open.
- B. I might try to soothe the other's feelings and preserve our relationship.

Question 12.

- A. I sometimes avoid taking positions which would create controversy.
- B. I let the other person have some positions if s/he lets me have some of mine.

Question 13.

- A. I propose a middle ground.
- B. I press to get my points made.

Question 14.

- A. I tell the other person my ideas and ask for his/hers.
- B. I try to show the other person the logic and benefits of my position.

Question 15.

- A. I might try to soothe the other's feelings and preserve our relationship.
 B. I try to do what is necessary to avoid tensions.

Question 16.

- A. I try not to hurt the other person's feelings.
 B. I try to convince the other person of the merits of my position.

Question 17.

- A. I am usually firm in pursuing my goals.
 B. I try to do what is necessary to avoid useless tensions.

Question 18.

- A. If it makes other people happy, I might let them maintain their views.
 B. I will let other people have some of their positions if they let me have some of mine.

Question 19.

- A. I attempt to get all concerns and issues immediately out in the open.
 B. I try to postpone the issue until I have had some time to think it over.

Question 20.

- A. I attempt to immediately work through our differences.
 B. I try to find a fair combination of gains and losses for both of us.

Question 21.

- A. In approaching negotiations, I try to be considerate of the other person's wishes.
 B. I always lead toward a direct discussion of the problem.

Question 22.

- A. I try to find a position that is intermediate between our two.
 B. I assert my wishes.

Question 23.

- A. I am very often concerned with satisfying all our wishes.
 B. There are times when I let others take responsibility for solving the problem.

Question 24.

- A. If the other's position seems very important to him/her, I would try to meet his or her wishes.
 B. I try to get the other person to settle for a compromise.

Question 25.

- A. I try to show the other person the logic and benefits of my position.
 B. In approaching negotiations, I try to be considerate of the other person's wishes.

Question 26.

- A. I propose a middle ground.
 B. I am nearly always concerned with satisfying all our wishes.

Question 27.

- A. I sometimes avoid taking positions that would create controversy.
 B. If it makes other people happy, I might let them maintain their views.

Question 28.

- A. I am usually firm in pursuing my goals.
 B. I usually seek the other's help in working out a solution.

Question 29.

- A. I propose a middle ground.
 B. I feel that differences are not always worth worrying about.

Question 30.

- A. I try not to hurt the other's feelings.
 B. I always share the problem with the other person so that we can work it out.

Scoring Key

Circle the letters below which you circled on each item of the questionnaire.

Question					
1				A	B
2		B	A		
3	A				B
4			A		B
5		A		B	
6	B			A	
7			B	A	
8	A	B			
9	B			A	
10	A		B		
11		A			B
12			B	A	
13	B		A		
14	B	A			
15				B	A
16	B				A
17	A			B	
18			B		A
19		A		B	
20		A	B		
21		B			A
22	B		A		
23		A		B	
24			B		A
25	A				B
26		B	A		
27				A	B
28	A	B			
29			A	B	
30		B			A
TOTAL					
	COMPETING	COLLABORATING	COMPROMISING	AVOIDING	ACCOMODATING

Questions and Scoring obtained from: <http://faculty.washington.edu/janegf/conflictscale.html>

Maintaining the relationship isn't important



Competing



Avoiding

My needs are important



Compromising



Collaborating



Accommodating

My needs are not as important

Maintaining the relationship is important

NOTES: