

Dynamic Negotiating Approach Diagnostic (DYNAD)

INSTRUCTIONS: Consider your response in situations where your wishes differ from those of another person. Note that statements A-J deal with your *initial* response to disagreement; statements K-T deal with your response *after the disagreement has gotten stronger*. If you find it easier, you may choose one particular conflict setting and use it as background for all the questions. Note that there are no “right” or “wrong” answers; your first impression is usually best.

Circle one number on the line below each statement for questions A through T.

- A. WHEN I FIRST DISCOVER THAT DIFFERENCES EXIST,
I make sure that all views are out in the open and treated with equal consideration, even if there seems to be substantial disagreement.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- B. WHEN I FIRST DISCOVER THAT DIFFERENCES EXIST,
I devote more attention to making sure others understand the logic and benefits of my position than I do to pleasing them.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- C. WHEN I FIRST DISCOVER THAT DIFFERENCES EXIST,
I make my needs known, but I tone them down a bit and look for solutions somewhere in the middle.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- D. WHEN I FIRST DISCOVER THAT DIFFERENCES EXIST,
I delay talking about the issue until I have had time to think it over.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- E. WHEN I FIRST DISCOVER THAT DIFFERENCES EXIST,
I devote more attention to the feelings of others than to expressing my personal concerns.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- F. WHEN I FIRST DISCOVER THAT DIFFERENCES EXIST,
I am more concerned with goals I believe to be important than with how others feel about the issue.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- G. WHEN I FIRST DISCOVER THAT DIFFERENCES EXIST,
I often realize that trying to resolve the differences are not worth my effort.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- H. WHEN I FIRST DISCOVER THAT DIFFERENCES EXIST,
I make sure my goals do not get in the way of our relationship.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- I. WHEN I FIRST DISCOVER THAT DIFFERENCES EXIST,
I actively explain my ideas and just as actively take steps to understand others' ideas.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- J. WHEN I FIRST DISCOVER THAT DIFFERENCES EXIST,
I give up some points in exchange for others.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic

- K. IF DIFFERENCES PERSIST AND FEELINGS OF CONFLICT ESCALATE,
I set aside my own preferences and become more concerned with keeping the relationship comfortable.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- L. IF DIFFERENCES PERSIST AND FEELINGS OF CONFLICT ESCALATE,
I refocus discussions and hold out for ways to meet the needs of others as well as my own.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- M. IF DIFFERENCES PERSIST AND FEELINGS OF CONFLICT ESCALATE,
I let others handle the problem.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- N. IF DIFFERENCES PERSIST AND FEELINGS OF CONFLICT ESCALATE,
I try to be reasonable by not asking for my full preferences and I make sure I get some of what I want.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- O. IF DIFFERENCES PERSIST AND FEELINGS OF CONFLICT ESCALATE,
I put forth greater effort to make sure that the truth as I see it is recognized and less on pleasing others.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- P. IF DIFFERENCES PERSIST AND FEELINGS OF CONFLICT ESCALATE,
I interact less with others and look for ways to find a safe distance.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- Q. IF DIFFERENCES PERSIST AND FEELINGS OF CONFLICT ESCALATE,
I press for moderation and compromise so we can make a decision and move on.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- R. IF DIFFERENCES PERSIST AND FEELINGS OF CONFLICT ESCALATE,
I do what needs to be done to resolve the conflict in my favor and hope we can mend feelings later.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- S. IF DIFFERENCES PERSIST AND FEELINGS OF CONFLICT ESCALATE,
I do what is necessary to soothe the other's feelings.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic
- T. IF DIFFERENCES PERSIST AND FEELINGS OF CONFLICT ESCALATE,
I pay close attention to the wishes of others but remain firm that they need to pay equal attention to my wishes.
Not at all Characteristic <---1-----2-----3-----4-----5-----6----> Very Characteristic