

SCORING THE INSTRUMENT:

When you are finished, transfer the number from each item on the tally sheet. For example, on item A, if you selected number 6, write “6” on the line designated for item A on the tally sheet. Then add the numbers.

SAMPLE: B 1 + H 4 = 5.

INTERPRETATION OF THE INSTRUMENT:

1. This instrument gives you two sets of scores. Calm scores apply to your response to conflict when disagreement first arises. Storm scores apply to your response if things are not easily resolved and emotions and feelings of conflict get stronger.
2. The scores indicate your *preference*, or inclination to use each style. The higher your score in a given style, the more likely you are to use this style in responding to conflict. You can develop skills in the appropriate use of each conflict management style and, as such, are not limited to using the style(s) that you prefer.

CONFLICT MANAGEMENT STYLE PREFERENCES - Tally Sheet

| | | |
|---|--|---|
| <p style="text-align: center;">COMPETING STYLE</p> <p>B ___ + F ___ = _____ Calm O ___ + R ___ = _____ Storm</p> | | <p style="text-align: center;">COLLABORATING STYLE</p> <p>A ___ + I ___ = _____ Calm L ___ + T ___ = _____ Storm</p> |
| | <p style="text-align: center;">COMPROMISING STYLE</p> <p>C ___ + J ___ = _____ Calm N ___ + Q ___ = _____ Storm</p> | |
| <p style="text-align: center;">AVOIDING STYLE</p> <p>D ___ + G ___ = _____ Calm M ___ + P ___ = _____ Storm</p> | | <p style="text-align: center;">ACCOMMODATING STYLE</p> <p>E ___ + H ___ = _____ Calm K ___ + S ___ = _____ Storm</p> |

LEGEND: *Arrows read low to high:*
 Vertical Arrow: ASSERTIVENESS: Getting your own needs met
 Horizontal Arrow: EMPATHY: Maintaining the relationship between yourself and the other party
 ----- > The relative amount of effort and creativity needed to use conflict management style