

HOW YOU ACT IN CONFLICTS

The proverbs listed below can be thought of as descriptions of some of the different strategies for resolving conflicts. Proverbs state traditional wisdom and these proverbs reflect traditional wisdom for resolving conflicts.

Read each of the proverbs carefully. Using the following scale, indicate how typical each proverb is of your actions in a conflict..

- 5 = very typical of the way I act in a conflict
- 4 = frequently typical of the way I act in a conflict
- 3 = sometimes typical of the way I act in a conflict
- 2 = seldom typical of the way I act in a conflict
- 1 = never typical of the way I act in a 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 first 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.
- _____ 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 will 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 discovered.
- _____26. The best way of handling conflicts is to avoid them.
- _____27. Put your foot down where you mean to stand.
- _____28. Gentleness with 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 you have to fight for it.
- _____32. There are two kinds of people 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 give in halfway, a fair settlement is achieved.
- _____35. By digging and digging, the truth is discovered.

SCORING

Withdrawing	Forcing	Smoothing	Compromising	Problem Solving
_____ 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.
_____ Total	_____ Total	_____ Total	_____ Total	_____ Total

The higher the total 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.

Rank the five conflict strategies to from the one you use the most to the one you use the least. This will give you an indication of how you see your conflict strategy. The second most frequently used is your backup strategy, the one you use if your first one fails.

Read the descriptions of conflict strategies. How much to do agree or disagree with your score?

Discuss the strengths and weaknesses of each of the conflict strategies.