# Know Your Conflict Style

<table>
<thead>
<tr>
<th>Conflict Style</th>
<th>Characteristics</th>
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| Avoidance      | - seek to delay or evade the conflict entirely  
                 - delegate controversial decisions  
                 - delay difficult conversations until they can no longer be avoided  
                 - seek to avoid hurting anyone’s feelings |
| Competing      | - take a firm stand  
                 - know what they want  
                 - persuasive  
                 - powerful position – rank, expertise or persuasive ability |
| Accomodating   | - willing to meet the needs of others at my own expense  
                 - knows when to give in  
                 - can be persuaded to surrender a position  
                 - not assertive  
                 - highly cooperative |
| Compromising   | - tries to find a solution to partially satisfy everyone  
                 - expects everyone to give up something  
                 - willing to relinquish something |
| Collaborating  | - meet the needs of all involved, including self  
                 - can be highly assertive  
                 - cooperate effectively  
                 - acknowledge the importance of everyone |