

Name: _____

Date: _____

CONFLICT MODE INSTRUMENT

Answer each question in rank order using the following scale (ex. A-1, B-4, C-2, D-3) i.e. each question will have a set of 1-4 answers.

1. Example: When I get angry, my first impulse is to:

- 4 a. Cry
- 2 b. Stay cool and calm
- 3 c. Be direct and aggressive
- 1 d. Make things better fast

Scale

4 = Almost always applies to me 3 = Frequently applies to me
2 = Occasionally applies to me 1 = Rarely applies to me

1. When I get angry, my first impulse is to:

- a. Cry
- b. Stay cool and calm
- c. Be direct and aggressive
- d. Make things better fast

2. When I am in conflict with others, what I would like most is:

- a. Peace and harmony
- b. Control
- c. To win my point
- d. The best for all involved

3. When I work with a group of people around a controversial issue. I tend to:

- a. Go along for the sake of peace and harmony
- b. Remain quiet and listen before acting
- c. Develop an opinion quickly and try to convince others to side with me
- d. Offer solutions and options

4. When I argue with someone important to me, I usually present myself as:

- a. Tenuous and cautious
- b. Calm and logical
- c. Aggressive and demanding
- d. Energetic and upbeat

5. If I could change one thing in my relationship with someone in authority, it would be to:

- a. Feel better and more confident about myself
- b. Have more control over the way he/she responds
- c. Make him/her think more like me
- d. Help him/her improve

6. I believe that I will succeed if:

- a. I get others to like me
- b. Progress carefully and consistently
- c. I am competent and aggressive
- d. I get others to cooperate to do what is best for all

7. I make decisions based on:

- a. How I feel about something
- b. What I think is logical
- c. What is in it for me

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___d. What I think is fair for all

8. When things go wrong, I initially tend to:

___a. Blame myself

___b. Rationally analyze what went wrong

___c. Blame others

___d. Dismiss it as not too important

9. During conflict, I am aware of a tendency to vacillate between:

___a. Being confident at times, and reactionary at other times

___b. Being overly cautious at times, and reactionary at other times

___c. Being demanding of myself and others and being disappointed in both

___d. Attacking the problem and retreating from it

10. In conflict situations, I am most afraid of:

___a. Failing

___b. Compromising my integrity

___c. Losing the battle

___d. Having things drag out indefinitely

11. When things go wrong, I consider it:

___a. My fault

___b. A shared responsibility

___c. Someone else's fault

___d. Just "one of those things"

12. One of the greatest fears in my life is:

___a. Personal failure

___b. Losing control

___c. Losing those things that bring me security

___d. Being treated unjustly

13. When I make a mistake and am confronted by a colleague, my first reaction is to feel:

___a. Ashamed and embarrassed

___b. Offended and defensive

___c. Attacked and enraged

___d. Appreciative and hopeful

14. When I am angry, I noticed physical sensations of:

___a. Queasiness and upset stomach

___b. Numbness and tightness

___c. Burning and churning

___d. Restlessness and jitters

15. When I am threatened by someone, my first reaction is to become:

___a. Timid and unsure

___b. Cool and calculating

___c. Agitated and ready to fight

___d. Impatient and ready to fix it

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16. If someone tries and to start an argument with me, I usually feel like:

- a. Avoiding the confrontation
- b. Ignoring them until they cool down
- c. Arguing back
- d. Finding a quick solution

17. When I am confronted by someone in authority, my first thought is:

- a. "I blew it again!"
- b. "Where are the facts?"
- c. "Just who do you think you are?"
- d. "We have a problem to solve"

18. My wish in life is to:

- a. Be well liked by others
- b. Be in control
- c. Achieve my goals
- d. Effect positive change

19. When I am presented with a new task, I usually say to myself:

- a. "I don't know how to do this."
- b. "I need more information."
- c. "I can do this easily."
- d. "Why not try it?"

20. If someone verbally threatens me, I usually become:

- a. Confused and bewildered
- b. Silent and cautious
- c. Irritated and aggressive
- d. Impatient and conciliatory