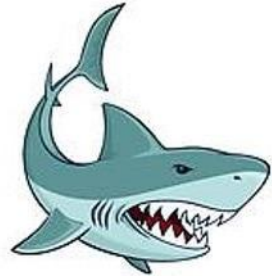
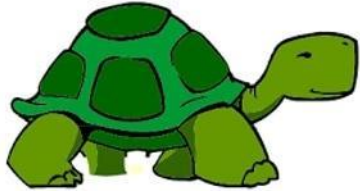


What is your Conflict Management Style (CMS)?

CMS	Explanation	Comparison
Competing	"I value the point being made more than our relationship." "It is them or me" "I've got to win this one!" "I'm sure they will see it my way if they just think about it." "I know I'm right." This is the "I win, you lose" position	
Avoiding	"I will be quiet and listen." "It is not that big a deal." "I'd rather just forget it." "It's not worth the trouble." "What difference could I make anyway?" "I lose, you lose."	
Accommodating	"I value our relationship more than this point." "Let's just get this over with so we can get on to other things." "This tension is very uncomfortable. I'll just do what they want." "Fine I give in, have it your way." "I lose, you win."	
Collaborating	"I'm sure if we work together we can come up with a better answer than either of us individually." "I'm not giving in yet, but I am willing to hear your opinion, and give you mine." "I win, you win."	
Compromise	"This isn't important enough to fight over." "I don't want to be unreasonable." "If I give her this, maybe she'll give me that." "We could both live with that."	