



Elements Conflict Styles Assessment

Instructions

Consider your common reactions when **something you want** is different from **what someone else wants**.

*For this exercise, consider how you would respond as a **colleague** at your university.*

- For questions A-J, **imagine your initial reactions** to a hypothetical situation.
- For questions K-T, imagine your reactions to the same situation **after the conflict has gotten more intense**.

Do not think too much about the questions. **Follow your first instinct.**

Circle a number between 1-5 for each of the questions:

A. I spend time listening to the other person's perspective instead of voicing my own.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

B. I try to discuss multiple options with the other person to try to find a good solution for everyone.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

C. I offer to give the person part of what they want in exchange for part of what I want.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

D. I debate with the other person to convince them I am right.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

E. I change the subject away from the issue so the situation does not become uncomfortable.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me



F. I tell the person what I think they want to hear to keep the situation under control.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

G. I contact the person multiple times in an effort to resolve the situation in a way that primarily benefits me.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

H. I try to make sure everyone feels heard when discussing the issue, then find a solution everyone will find acceptable.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

I. I don't respond when the person attempts to contact me about the issue.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

J. I take my time to explore all possible options to address the issue rather than moving forward with my initial thoughts.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

K. I try to soothe the other person as much as possible and keep my own feelings to myself.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

L. I avoid reading messages from the person about any topic.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

M. I try to find ways to get what I want regardless of what the other person wants.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

N. I negotiate with the person to find a quick solution that will resolve the issue for the time being.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me



O. I offer to give up something as long as the other person gives up something as well to be fair.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

P. When this person is around, I try not to make eye contact or conversation.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

Q. I tell the person exactly what I am thinking and feeling without softening my wording or tone, even if it upsets them.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

R. I research solutions that might benefit us both over an extended period of time, returning to the person regularly to discuss these options.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

S. I spend time considering ways to adjust the situation to avoid upsetting the other person.

Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

T. I consistently consider and suggest new strategies to address the issue to help find a way for everyone to win.

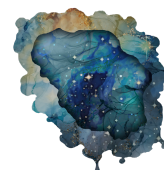
Uncommon for me 1 - 2 - 3 - 4 - 5 Common for me

Now, **complete the instructions** on the next pages.

Place your score for each statement by its **corresponding letter**, e.g., D 4

Then, **add the two scores** together, e.g., D 4 + G 2 = 6

Place the total in the grey box below the box with the letters.

D __	M __	E __	L __	C __	N __	A __	K __	B __	R __
G __	Q __	I __	P __	H __	O __	F __	S __	J __	T __
Calm	Storm	Calm	Storm	Calm	Storm	Calm	Storm	Calm	Storm
Competing 		Avoiding 		Compromising 		Accommodating 		Collaborating 	

The numbered questions refer to **specific conflict styles**,
e.g., Competing, Avoiding, Compromising, Accommodating, and Collaborating.

Place your totals for Calm under the first table **from high to low**.

Then, **write the corresponding conflict style** next to the score.

Do the same thing for Storm in the second table.

Calm			Storm		
Response based on your initial reaction to a conflict			Response when a conflict has persisted over time and intensified		
	Total Score	Conflict style		Total Score	Conflict style
1 st			1 st		
2 nd			2 nd		
3 rd			3 rd		
4 th			4 th		
5 th			5 th		



My **most used** common style in times of Calm is: _____

My **most used** common style in times of Storm is: _____

My **least used** common style in times of Calm is: _____

My **least used** common style in times of Storm is: _____

This inventory was co-created by Evocative Games AB and the Erasmus+ Cooperation Partnership Role-Playing Games on Conflict Transformation for Equity in Higher Education through Virtual Exchange (ROCKET). Content has been adapted from the Thomas-Kilmann Inventory (1974) and Ron Kraybill's *Style Matters* Inventory (2024).

References

Kraybill, Ron. 2024a. "Five Styles of Responding to Conflict." *Style Matters*. RiverHouse ePress.

Kraybill, Ron. 2024b. "How to Manage Your Storm Shift in Conflict Resolution." *Style Matters*. RiverHouse ePress.

Thomas, Kenneth Wayne, and Ralph H. Kilmann. 1974. *The Thomas-Kilmann Conflict Mode Instrument*. Mountain View, CA: CPP, Inc.

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**Co-funded by
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