

# Analyzing personal conflict management styles assignment

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Analyzing Personal Conflict Management Styles Being a competent manager involves managing the conflicts that arise in your organization. Conflicts will arise between members on the same team as well as between managers and different work groups. Some of the most common causes of conflict are breakdown of communication, clashing personalities, power and status struggles, disagreements on goals disputed authority boundaries, and how resources should be used.

This paper will discuss three deferent conflict management styles, which style I use most frequently, difficulty with Individuals that use different styles, ND describe conflict avoidance and its inter-relationship with conflict management. Conflict management using the non-confrontational approach to problems entails avoiding and passive behaviors. The manager withdraws or side steps issues of contention in order to avoid problems, which might be damaging to relationships within the groups dynamics. This style should be used when the group has disagreements that are unimportant Issues.

Millstones (2009) states ?? People tending towards this style seek to evade the conflict entirely. This style Is typified by legating controversial decisions, accepting default decisions, and not wanting to hurt anyone?? was feelings. ?? CE(??'10) Non-confrontational approach is useful when the manager needs more time to obtain information to make a more informed decision and resolve the conflict. Non-confrontational style is often used when the confrontation would be negative and a quick resolution would not benefit the team.

Problems can grow into bigger issues when this technique is used. Team relationships can be harmed from ongoing resentment if some issues are not solved. When a manager uses this style too often, employees can get in the habit of taking advantage. Conflict management using the controlling style involves a domineering person who likes to control their surroundings. The manager is focused on personal concern at the expense of the members involved. Grangerizes (2009) states ?? Authoritarian managers expect staff to do what they're told and generally don't allow for dispute or negotiation. ?? o (A'3) This type of management causes members to feel micromanaged and conflict can easily arise. Controlling management can become a problem if the manager becomes aggressive or uses unethical ways to coheres his or her teammates to do what the manager wants. Controlling managers use a forcing or competing conflict management style and are highly goal-oriented. Relationships with peers take a lower priority to getting the tasks completed. Managers using this style do not hesitate to use aggressive behavior to resolve conflicts.

The benefit to controlling managers is if the manager sees a decision is correct, a better decision without compromise can result. The equidistant is the manager may breed hostility and resentment from teammates and employees. The controlling style is appropriate to use when conflict involves personal differences that are difficult to change, when fostering intimate or supportive relationships is not critical, when others are likely to take advantage of crisis, and when unpopular decisions need to be implemented.

Conflict management using the cooperative style is well balanced and has been said to be the best conflict management style. Strapless (2009) states ?? searcher shows that a group sharing interests and developing a conflict management style based on collaboration is usually preferred over combatant styles. ?? o (?? II) Being cooperative in a group is productive. Groups working together and sharing topics and interest are a preferred method. Being objective can be difficult and a leader using the cooperative style cannot please everyone.

Cooperative style management uses a compromising conflict management style. There is concern for the groups goals and relationships. These managers are willing to sacrifice some of their goals while coercing others to give up part of theirs. The compromise is assertive and is either win vs.. Lose or lose vs.. Lose. The advantage of cooperative style management is partnerships are maintained and conflicts are resolved. The disadvantage is compromise may create less than ideal outcome and playing games can result.

It is appropriate to use cooperative style conflict management when important and or complex issues leave no clear or simple solutions, when all conflicting people are equal in power and have strong interests in different solutions and when there are no time restraints. I most frequently use the cooperative style when in a leadership position. It is important to look for solutions and work with teammates instead of bossing everyone around. By looking at what both individuals need, and seeking to find a compromise, conflict is greatly reduced.

I use this style because it has worked for me in the past. I have seen others use controlling and non-confrontational styles with little success. By cooperating and working together to obtain a solution to conflict all members involved feel heard and valued. Using the cooperative style allows for groups to become more cohesive and helps each other. When dealing with leaders that use cooperative style I have felt that my opinions matter and I am being heard. Even if I do not agree with the resolution I believe the conflict was handled appropriately.

The cooperative style allows employees to feel flexible and not controlled. I had previously worked with a leader who used the controlling style. The employees felt micromanaged on a daily basis. The controlling style made employees not want to listen to his ideas. When there was a conflict he was quick to tell the employees what to do. There was never a discussion and the employees' ideas were not valued. This caused many teammates to feel discouraged and resentful. A job the employees loved soon became a job the employees dreaded.

This type of conflict resolution caused a division of the team. Many conflicts were not resolved and continued even after much discussion. The employees had to speak with upper management to resolve issues. Meeting with upper management could have been avoided if this manager had used cooperative style of managing conflict. There were issues that needed to be resolved immediately and the controlling style worked on those occasions. If this manager would have used different techniques his employees would have been happier and their quality of work would have improved.

The appropriate conflict resolution style will assist the group in focusing on being productive. While there will always be some conflict reducing the conflict allows the group to focus on tasks and completing projects. If an organization is in constant conflict employee turn around success or failure in organizations. Sketches (2009) states ?? conflict is an integral part in the communication processes of virtually all organizations. ?? o (p. 9) While there are advantages and disadvantages to each style managers should use a style that works best for them and the employees they work with.