

# Essenital skills for an excellent career

[Linguistics](#), [English](#)



Essential skills for an excellent career Everyone strives to have a successful career. However, an excellent career takes excellent skills. For example, conflict resolution is a vital skill to have in any career. In their article, Manktelow and Carlson (2013) give advice on how one can effectively resolve conflict in the work place.

The writers argue that conflict in workplace is a usual phenomenon. In work places people conflict because of their ideological, social, cultural and other differences. Conflict, if not well handled, can lead to a lasting animosity and destruction of work relations. Poor conflict resolution skills may lead to team work breakdown, self dislike, wasting of talent and lack of motivation among others. However, conflicts are not a curse; they are a blessing if harnessed by skilled handling and solving. When conflict is handled and solved effectively, it is a promising tool in enhancing professional growth. For example, effective conflict resolution leads to increased understanding, group cohesion, and self-knowledge. The way conflict is handled differentiates between positive and negative outcomes.

The article analyzes five styles proposed by Kenneth Thomas and Ralph Kilmann in the 1970s, from which they developed Thomas-Kilmann conflict model instrument (TKI). The TKI model styles are based on the intensity of the conflict. They include; competitive, collaborative, compromising, accommodating, and avoiding. The article teaches readers to take positive approaches to conflict resolution. For this to succeed in workplace, courteous and non-confrontational discussions where no individual is attacked should be employed. This way, conflict will become an event for growth rather than an attack.

### Works Cited

Manktelow, James and Amy Carlson. "Conflict Resolution: Resolving Conflict Rationally and Effectively." Mind Tools. 1996-2013. 23 March, 2013. .