

# [Conflict assesment](https://assignbuster.com/conflict-assesment/)

[Linguistics](https://assignbuster.com/essay-subjects/linguistics/), [English](https://assignbuster.com/essay-subjects/linguistics/english/)

and number: submitted Without naming full s, who were the two people that you selected totake the assignment on your behalf? Why did you choose these two people?
The two people that I selected to take the assignment on my behalf are Jack, who is my supervisor at work and Suzan who is my cousin.
The reason why I chose those two people was because they are people who really know me very well from two different settings and are able to describe me independently in a straight forward manner. These two people have also known me very well for quite a long period of time, hence, they are able to analyze me to the fullest. They are also people that I have had to settle conflicts with, in the past, so they both have a basis for their analysis. I regard their opinion about my life very highly hence I am able to rely on their perspective about me.
2. What were your scores on each of the five conflict styles at work or another non-home environment? What were your scores in your home/family environment?
Analysis
Avoidance
Competition
Compromise
Accommodation
Collaboration
Self-analysis
21
11
18
19
20
3. What were the results of each of the people who took the assessment on your behalf?
Analysis
Avoidance
Competition
Compromise
Accommodation
Collaboration
A-family member analysis
21
11
18
19
20
B-workmate analysis
17
14
15
12
14
4. What reaction and/or impression did you have when you compared and contrasted your results with those of the two people who took the assessment on your behalf? Any surprises or not and why?
Comparing the two sets of results, my personal score in the negative conflict management style such as avoidance and competition was lower than the score on the positive conflict management styles such as accommodation, compromise, and collaboration. On the other hand, my score as given by the person from family, who is my cousin, was quite the same as mine. The analysis from my supervisor is quite deflecting from my score. My supervisor felt that it is not common for me to deflect from conflict, hence, I am cooperative and also assertive. The score from my cousin that was similar to mine confirmed my love for deflecting from confrontation which did not really surprise me. The fact a member of the family had a great opinion regarding avoidance; it means I have a lot to work on regarding my conflict resolution.
Regarding competition, it was a fair score because the scores of the two people did not deviate much from my score. I am an averagely competitive person, hence their opinion did not surprise. This means I am averagely aggressive compared to being assertive and I often like winning arguments at the expense of other people (Wilmot & Hocker, 2013).
My score on accommodation was higher than that of my supervisor, although it is the same as that of my family member. This means that my supervisor does not think that my conflict management style includes giving up my personal interest for the creation of harmony and peace (Wilmot & Hocker, 2013). This surprised me greatly because I regard myself as quite selfless.
Regarding compromise I gave myself a higher score than my supervisor, but the same as my cousin. This means that my supervisor thinks that I do not usually make a concession that results in an outcome that is mutually agreeable. This was surprising because I love creating peace and being considerate.
My collaboration score was the same as the member of my family and was higher than that of my supervisor. Collaboration entails cooperation to facilitate a resolution that is acceptable to the various parties (Wilmot & Hocker, 2013). It also promotes assertiveness. It surprises me that my supervisor thinks that I have less of these qualities, yet I am greatly involved in uniting people and teamwork at work.
5. Based on this assignment, what insights did you gain about yourself? Did the results reinforce what you already know about your primary conflict style or not, and why?
The insights that I gained from the assignment about myself include the fact that I am quite myself at home while I am a totally different person at work. This is proved by the scores where I have similar scores with my close family member, but totally different scores as those awarded by my supervisor at work. This makes me feel that I have to work on my relationship with people at work and change the manner in which I resolve conflict at work in order to become a more relatable person. The results from my cousin reinforced what I already knew about my conflict management styles due the similarity of our scores. On the other hand the scores from my supervisor did not reinforce what I knew about my styles of conflict resolution. This is because I feel the score from the supervisor showed negativity in the way I deal with conflict at work. Initially I perceived myself as a person who loves peace and one who is selfless but my supervisor’s scores showed otherwise. This gives me a new challenge of ensuring I work on my relationship at work and also act of trying to avoid confrontation even at my home environment.
Reference
Wilmot, W., & Hocker, J. (2013). Interpersonal Conflict. New York: McGraw-Hill
Higher Education.