

Module 10.4.c Know the Impact of Your Dominant Conflict

Style:

To build trust, please treat your team members' information confidentially and respectfully and only discuss within your team. Unless your team decides to openly discuss the results with others.

| discuss the results with others. | | |
|----------------------------------|--|--|
| 1. | My Conflict Style: Describe your dominant conflict style. | |
| 2. | Using your results, how would you best describe the major contributions you will make when differences of opinion arise in the team? | |
| 3. | What behaviors will you guard against when a difference of opinion arises on the team? | |
| 4. | What specific actions are you going to take to improve your effectiveness at handling differences of opinion when they arise on your team? | |

Dominant Styles of Your Team Members

- 1. Write your name in the box that corresponds to your dominant style
- 2. Enter the names of your team members under their appropriate dominant styles
- 3. Enter what rotation you will be team leader after your name.

| Competitor | | Collaborator |
|------------|------------|--------------|
| | Compromise | er |
| Avoider | | Accommodator |

Let's look for patterns.

List styles from Strongest to Weakest styles that are predominant on your team.

Do all three of you have the same dominant style or are they all different?

Let's see where you are the closest.

Action Implications for your Team

Now you can draw conclusions about your team's conflict style modes and you as a team can decide how you can increase your effectiveness at managing conflict (differences of opinion)

- 1. Team Conflict Style: How would you describe your team conflict style?
- 2. Team's Strengths for Managing Conflict: What aspects of conflict management do you think your team will manage well?
- 3. Team's Challenges for Managing Conflict: Which aspects of conflict management do you think will be your greatest challenges?
- 4. Goals and Remedies to Improve your Team's Conflict Management: What goals and remedies can your team adopt to meet these challenges?
- 5. Monitoring Team's Progress: The Team Leader will be responsible for keeping track of how well your team achieves these goals and remedies. They will report these goals and remedies in the Team Leader Transition Report.