

Conflict Styles

Please type answers and give specific details and examples that support your answers. This assignment is on ANGEL if you want to copy and paste the questions.

1. My survey indicated that my natural style for responding to conflict is:

Avoiding, followed closely by compromising and accommodating. However, I feel that this depends mainly on the specific situation.

2. Do you agree or disagree with your natural style and why?

I would have to agree that I try to avoid conflict in many circumstances; however it depends largely on the situation. I usually avoid or ignore the argument/disagreement if it is something trivial, which is usually the case. If the scenario bears significant consequences and I am certain that I am in the right, then I will not back down until my voice has been heard. I will also be more aggressive and assertive if the other party is someone that I know well.

3. What do you usually do when someone disagrees with you?

When someone disagrees with me, I usually tell them that I understand their opinion but fail to indulge them in my own reasoning. As I said before, most disagreements seem to be trivial matters. For example, I feel that International Harvester is the best brand of tractors and farm implements (the red ones). However, many other farm boys believe that John Deere is superior. When in this situation, I usually acknowledge the fact that John Deere has been a highly successful brand for the past 40 years and that they made some useful machinery, however I avoid bothering them with my long-winded rationale for why I believe International Harvester to indeed be superior. I guarantee that my style would change, however, if the disagreement was with a close friend. I would be sure to explain my position thoroughly.

4. In a conflict, what is the most important outcome to you?

The most important outcome depends largely on the situation, topic, and the individual whom I am in disagreement with. If the topic is trivial and I do not have a strong opinion, then the outcome is fairly unimportant. If I do not know the person very well, then I will be more careful about taking their feelings into consideration. If I am pressed for time, I will be more likely to give-in to an argument. Most of the time, I feel that the most important outcome is to walk away understanding each other's point of view and respecting the other for their convictions.

5. What is your greatest weakness in handling conflict?

My greatest weakness in handling conflict is my lack of persistence. I often give-in too easily if the other person seems more adamant or passionate than me. In these situations, I can become intimidated and do a poor job of portraying the reasoning for my beliefs.

6. Do you think you are a good listener? Would your friends describe you as a good listener? Explain

I feel that I am a very good listener, and that my friends would say the same. People often come to me with their problems because they see me as a level-headed individual who has his own life in order. I also have a reputation for being non-judgmental. Furthermore, people see me as a quiet individual generally speaking, which sometimes forces me into the role as the listener. For one reason or another, people tend to confide information in me. When someone tells me about their worries, I usually restate the problem in my own words and help them brainstorm possible solutions to the problem. I hope that these strategies have helped those who have trusted me with their dilemmas.

7. What personal conflicts do you anticipate for this school year?

Some Examples: short term pressure versus long term goals; different perspectives/viewpoints from family and friends regarding cultural norms, values, religion, etc.; competition for time, resources; life changes

One personal conflict that I am aware of this school year is my struggle to balance the time commitment and physical strain of running 100 miles a week with my school work and social life. This has been an ongoing conflict, perhaps to a lesser degree, ever since middle school. I just hope that I am able to continue the balance during spring semester with the added element of student teaching.

Another conflict that is looming for the rest of the school year is my future job search. It is obvious that the economy has not fully recovered, and teaching jobs are less than plentiful. The job market is very competitive, and I will need to develop the best possible strategies for selling myself and what I have to offer to the professional world.