

## Conflict Resolution Questionnaire

Use the following rating system to show your agreement with each of the following 30 statements. Select the number that denotes the option you are closest in agreement with and write that number in the blank space given on the left hand side of each statement.

		0 = Not at all agree
		1 = Mildly agree
		2 = Moderately agree
		3 = Strongly agree
		4 = Extremely agree
_____	1	Issues must be investigated with others to find mutually acceptable solutions.
_____	2	It is better to satisfy the needs of others
_____	3	Conflict with other should be kept with one's self.
_____	4	Ideas must be integrated with those of others to arrive at a joint decision.
_____	5	To get some one should give some.
_____	6	To satisfy mutual expectations one should work with others to find solutions to problems.
_____	7	Open differences with others should not be openly discussed.
_____	8	It is better to hold on to one's solutions to a problem.
_____	9	To resolve an impasse, one should find a middle course.
_____	10	One should use one's influence to get his/her ideas accepted.
_____	11	One should accommodate the wishes of others.
_____	12	To solve a problem together, accurate information should be exchanged.
_____	13	It is better to provide help to others to make decision in their favour.
_____	14	Concessions to others should be generally allowed.
_____	15	To emphasise the merits of one's position one's case should be argued with others.
_____	16	To reach a compromise, differences with others should be de-emphasised.
_____	17	In order to break the deadlock, a middle ground should be proposed.
_____	18	It is better to negotiate to reach a compromise decision.
_____	19	One should try to stay away from disagreements with others.
_____	20	It is better to depend on one's expertise to make decision in one's favour.
_____	21	Suggestions by others should be respected.
_____	22	To make a compromise, "give and take" should be used.
_____	23	If one believes in one's side of the issues, it should be formally pursued.
_____	24	To resolve issues in the best possible way, all concerns should be brought in the open.
_____	25	Others' expectations should be satisfied.
_____	26	To win in competition, one should use one's power.
_____	27	To avoid hard feelings, disagreements with others should be kept to one's self.
_____	28	Unpleasant exchanges with others should be avoided.