

Conflict Style Questionnaire

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A major eye-opener from this week's reading assignment was learning that conflict is inevitable (Northouse, 2018, p. 241). At first, it was somewhat challenging to embrace this perspective because the argument "conflict is inevitable" is daunting to say the least. Here's why. Conflict is a broad word and takes on interesting definitions. To provide a context for this reflection paper, conflict is defined as a felt struggle between two or more interdependent individuals (Northouse, 2018, p. 240) and the word inevitable implies expected, unescapable or bound to happen. On the surface, neither of these words by definition breeds positive feelings. Therefore, it was crucial to read this week's chapter assignment in its entirety to come to an understanding about the author's argument especially since conflict has the potential to yield detrimental outcomes if it is not managed properly.

While completing the assigned survey a few thoughts came to mind, "What if I'm the problem?", "Perhaps the issue is with me, not them!" "Maybe the survey results will confirm the war is within me". It is always wise to look at self before pointing fingers to others. Over and over the mind began to battle and wage war and resulted in a brief moment of mental anguish. So bearing in mind that a few conflict situations recently transpired with my boss, as well as my significant other it was only logical to evaluate my conflict style with these two individuals.

Interestingly, the survey results unveiled that my conflict style is essentially different with my boss compared to that of my significant other. At heart, my conflict style is stronger and more favorable with my significant other. I'm more willing to collaborate, accommodate and compromise with him; but on the other hand demonstrate avoidance and competition with my boss. This insight hinges on one powerful word, "relationships"; for this reason it is evident that the rapport with my boss is strained. While it is unclear of the actions that will be specifically be taken to strengthen the relationship with my boss justifiably, the results from this week's survey confirmed there is room for much needed improvement.

References

Northouse, P.G. (2018). *Introduction to leadership: concepts and practice (4<sup>th</sup> ed.)*

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