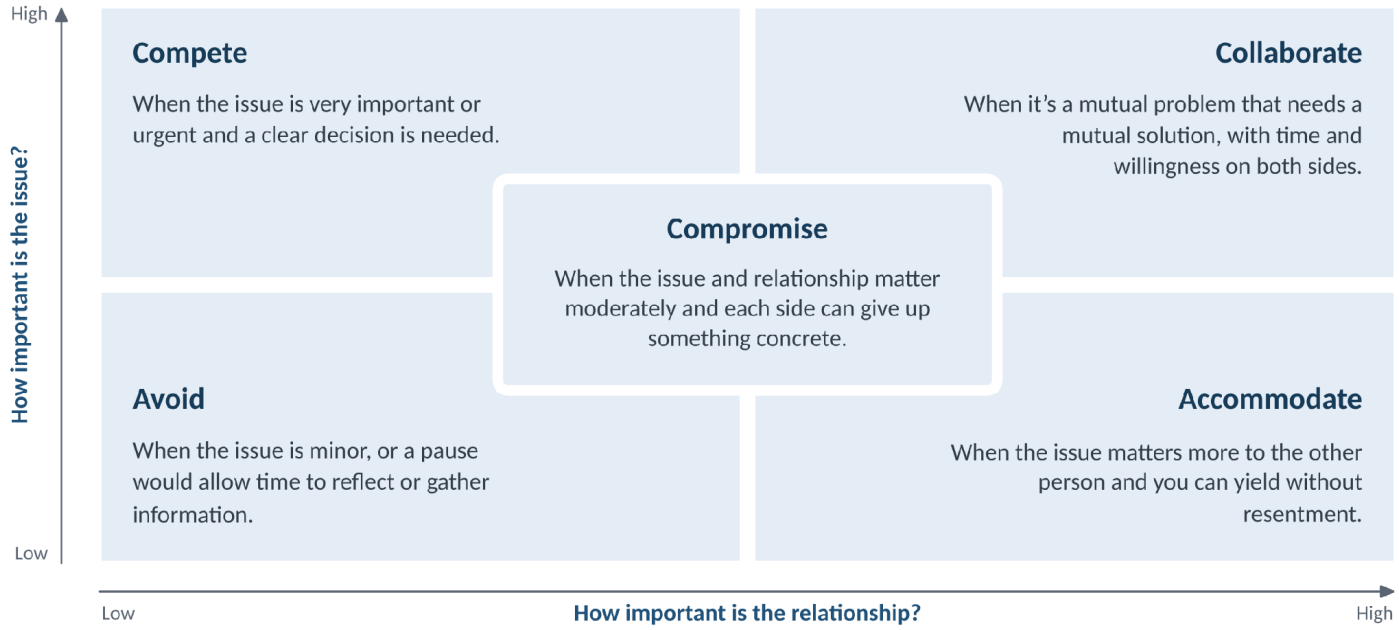
From Default to Choice: Understanding Conflict Styles

Why We Have a Default Response to Conflict & How to Respond with Intention

Every conflict style is useful with the right conditions. Most of us have a style we reach for first, often without noticing. The risk is in continually reaching for it automatically, even when the situation calls for something else.

Thomas-Kilmann Conflict Mode Instrument (TKI): The Five Conflict Styles



Style	Intentional use sounds like	Default use sounds like
Avoid	*"Let's pause and revisit on Tuesday."*	*"I'll wait and hope this settles on its own."*
Accommodate	*"I can go with your preference on this."*	*"I'll go along to keep things smooth."*
Compromise	*"Let's find a workable solution for now."*	*"Let's split the difference and move on."*
Compete	*"This is the decision, and this is what we're doing."*	*"It's up to me to push this through."*
Collaborate	*"Let's define what we both need and build a solution."*	*"If everyone talks it out, it will resolve."*

YOUR DEFAULT

In conflict, I tend to prioritize ◯ the issue ◯ the relationship

My go-to style is likely ◯ Avoid ◯ Accommodate ◯ Compromise ◯ Compete ◯ Collaborate

I feel relief or certainty in conflict when _____

NOTES

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