

# CONFLICT MANAGEMENT STYLE ASSESSMENT REFLECTION

Conflict is a natural part of working with others. The way we respond can influence our relationships, communication, and team outcomes. This reflection form is designed to help you explore your conflict style assessment results and strengthen self-awareness. It also supports group discussion and shared reflection.

## YOUR CONFLICT STYLE RESULTS

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## INDIVIDUAL REFLECTION QUESTIONS FOR SELF ASSESSMENT

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- Do the results reflect how you see yourself in situations with conflict?
- What surprised you about your results?
- What strengths does your conflict style have?
- What are the potential drawbacks of your style?
- What situations might your style be the most effective?
- When might your conflict style create misunderstanding?
- When under pressure, how does your style affect your communication?
- What is one thing you want to work on with conflict?
- How can you respond more productively when having a disagreement?
- Is there someone you know that can support you in practicing a more intentional response to conflict?
- What's one area of growth you want to focus on?

## TEAM MEMBERS CONFLICT STYLE RESULTS

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Documenting the conflict style results of your direct manager, senior leaders, peers, direct reports, and other key individuals will provide a deeper understanding of each person.

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## GROUP DISCUSSION QUESTIONS \_\_\_\_\_

- What was your first response when you saw the results?
- Do you have a story where your conflict style really saved the day or created challenges?
- If your style were a movie character, who would it be?
- How do you feel your style shows up differently when you're communicating with someone you're close to or don't know well?
- How does your response to conflict change depending on whether the conflict is big or small?
- What's one thing you admire about someone else's conflict style that's different from yours?

## POST GROUP DISCUSSION REFLECTION QUESTIONS \_\_\_\_\_

- What stood out most to me during the group discussion?
- Did hearing others' experiences change how I think about my own conflict approach?
- What strengths in conflict do I want to continue leveraging?
- What habits with conflict do I want to change?
- How can I apply something I learned today to handle conflict more effectively?
- What resources and/or support do I need to continue to manage conflict?
- What steps will I take for self reflection when conflict situations occur?