

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 _____

INDIVIDUAL REFLECTION QUESTIONS FOR SELF ASSESSMENT _____

- 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 _____

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.

TEAM MEMBERS RESULTS _____



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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?

MANAGEMENT LENS GROUP DISCUSSION QUESTIONS _____

Note: Management lens questions should be discussed when someone has people management responsibilities.

- Is your conflict style different when interacting with peers vs. team oversee?
- What is your role when conflict affects morale or individuals performance?
- How do you decide to let your team resolve conflict themselves? When do you step in to help manage it?
- Reflecting on your own conflict response, how do you think it affects your teams psychological safety? What about accountability (your own and team members)?
- With being in a leadership role, there is a level of power. How does this influence your conflict style?

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?

