

Now tally up your score. The group of questions in which you scored the most “T” answers will indicate your conflict style (at least with the person or situation you were thinking about).

Group 1: Avoidant (Lose-Lose Style of Conflict). If you answered “T” for questions 1, 11, 13, 16, 25, 27, 33.

Group 2: Accommodating (Lose-Lose Style of Conflict). If you answered “T” for questions 2, 4, 8, 9, 18, 24, 32.

Group 3: Compromising (No-Win, No-Lose Style of Conflict). If you answered “T” for questions 5, 14, 19, 20, 26, 29, 34.

Group 4: Collaborating (Win-Win Style of Conflict). If you answered “T” for questions 6, 10, 15, 22, 28, 31, 35.

Group 5: Competing (Win-Lose Style of Conflict). If you answered “T” for questions 3, 7, 12, 17, 21, 23, 30.

Adapted from the Thomas-Kilmann Conflict Mode Instrument