Conflict Management

with Thomas & Kilmann Five Management Styles

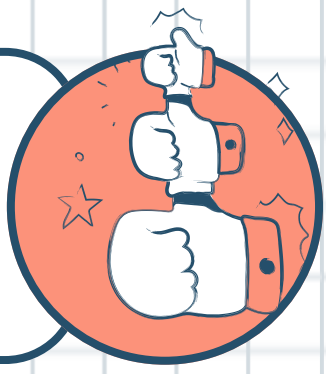
Conflict between individuals is normal and a part of life and work. It occurs when your concerns or desires differ from those of another person. It is important to remember that people respond to conflict in different - but individually consistent ways.

Avoiding

Cooperate at a high level, even at your own expense. Effective when the other party is an expert or for preserving future relations

Accommodating

Ignore the issue. Suitable for trivial matters, when winning is unlikely, or in emotionally charged situations

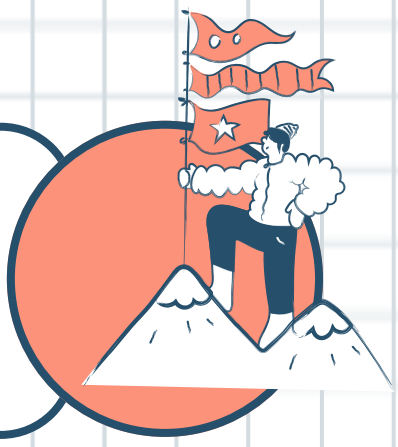


Compromising

"Lose-lose" scenario. Requires moderate assertiveness and cooperation, suitable for temporary solutions or equally important goals. Caution: avoid compromising too easily

Competing

Assertive "win-lose" approach, suitable for emergencies or when quick, decisive action is needed with support from others.



Collaborating

Partner with the other party for a "win-win." Effective for complex scenarios but requires trust and effort to reach a consensus

> "When there is trust, conflict becomes nothing but the pursuit of truth, an attempt to find the best possible answer"
> -Patrick Lencioni

REMINDER

2/25/26: MidPoint Student Teacher Seminar

3/11/26: CT Zoom Meeting #2 3:45-4:30pm

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