

Conflict Style Self-Assessment

Instructions:

Read each statement below and rate how often the statement reflects your typical behavior during conflict or difficult conversations.

Use the following scale: 1 = Rarely 2 = Sometimes 3 = Often 4 = Almost Always

#	Statement	Rating
1	I avoid difficult conversations when possible.	
2	I prioritize keeping peace even when concerns are unresolved.	
3	I feel the need to strongly defend my position during disagreements.	
4	I try to find solutions that work for everyone involved.	
5	I delay addressing tension hoping the situation improves on its own.	
6	I often give in to avoid damaging relationships.	
7	I become frustrated when others do not see my perspective quickly.	
8	I ask questions to better understand the other person's concerns.	
9	I avoid conflict because I dislike emotional tension.	
10	I sometimes remain silent even when I disagree.	
11	I feel responsible for making sure my point is accepted.	
12	I look for common ground before discussing disagreements.	
13	I worry that addressing conflict may create division or hurt feelings.	
14	I sacrifice my own concerns to maintain harmony within the team.	
15	I can become defensive when my decisions or leadership are challenged.	
16	I try to approach conflict with empathy, listening, and collaboration.	
17	I tend to withdraw emotionally when conflict becomes uncomfortable.	
18	I focus heavily on preserving relationships during disagreement.	
19	I sometimes focus more on being right than fully understanding the issue.	
20	I believe healthy conflict can strengthen ministry and teamwork when handled well.	

Scoring

Step 1: Add your scores for each conflict style.

Withdraw: $1 + 5 + 9 + 17 = \underline{\quad} + \underline{\quad} + \underline{\quad} + \underline{\quad} = \underline{\quad}$

Agreeable: $2 + 6 + 10 + 14 + 18 = \underline{\quad} + \underline{\quad} + \underline{\quad} + \underline{\quad} + \underline{\quad} = \underline{\quad}$

Aggressive: $3 + 7 + 11 + 15 + 19 = \underline{\quad} + \underline{\quad} + \underline{\quad} + \underline{\quad} + \underline{\quad} = \underline{\quad}$

Collaborative: $4 + 8 + 12 + 16 + 20 = \underline{\quad} + \underline{\quad} + \underline{\quad} + \underline{\quad} + \underline{\quad} = \underline{\quad}$

Step 2: Your highest total represents your most natural conflict style during stressful or difficult situations.

Understanding Your Conflict Style

Withdraw

You may avoid difficult conversations, delay addressing tension, or pull back emotionally during conflict.

Leadership Reminder: Avoiding conflict may create temporary peace, but unresolved issues often grow over time.

Agreeable

You may prioritize harmony, avoid disappointing others, or quickly accommodate to preserve relationships.

Leadership Reminder: Healthy leadership requires both compassion and accountability.

Aggressive

You may strongly defend your position, become highly direct, or focus heavily on outcomes and control.

Leadership Reminder: Directness is valuable, but collaboration and listening build long-term trust.

Collaborative

You may value dialogue, seek shared solutions, and focus on understanding and teamwork.

Leadership Reminder: Collaboration strengthens communication, trust, and healthy team culture.

Reflection Questions

1. Which conflict style do you most naturally lean toward?
2. How does your style positively impact your leadership?
3. How might your style unintentionally escalate or prolong conflict?
4. How does stress influence your communication during conflict?
5. Which conflict style is most difficult for you to work with and why?
6. How can you grow toward healthier and more collaborative conflict resolution?