

## The Avoider



**"I'd rather not deal with it."**

When conflict arises, you tend to:

- Delay difficult conversations
- Hope the issue resolves itself
- Minimize tension
- Keep the peace by staying out of conflict

### **Strengths:**

- Calm under pressure
- Thoughtful and reflective
- Avoids unnecessary drama

### **Watch-outs:**

- Important issues may go unaddressed
- Resentment can build over time

# The Avoider



**Your tendency: Create distance from conflict to preserve peace, reduce tension, or avoid discomfort.**

**Growth opportunity:** Stay engaged long enough for the conversation to happen. Small concerns often become larger when left unaddressed.

## **Helpful tools:**

- Prepare key points before the conversation.
- Schedule a dedicated time to talk rather than waiting for the "perfect" moment.
- Use opening phrases such as, "I'd like to discuss something that's been on my mind."
- Focus on one issue at a time to avoid feeling overwhelmed.

**Consider:** What conversation am I postponing that would strengthen the relationship if I addressed it with care?

# The Accommodator



**"The relationship matters most."**

When conflict arises, you tend to:

- Prioritize harmony
- Give in to maintain relationships
- Focus on others' needs before your own

## **Strengths:**

- Empathetic
- Relationship-centered
- Cooperative

## **Watch-outs:**

- Personal needs may be overlooked
- Can lead to burnout or frustration

# The Accommodator



**Your tendency: Prioritize harmony and the needs of others, sometimes at the expense of your own perspective.**

**Growth opportunity:** Make room for your voice. Healthy relationships require honesty, not just agreement.

## **Helpful tools:**

- Identify your needs and desired outcome before the conversation.
- Practice using "I" statements.
- Pause before agreeing and ask yourself whether you genuinely support the decision.
- Remind yourself that disagreement is not the same as disconnection.

**Consider:** How can I honor both this relationship and my own needs in this conversation?

# The Competitor



**"Let's get to the answer."**

When conflict arises, you tend to:

- Take a firm position
- Advocate strongly for your perspective
- Move quickly toward decisions

## **Strengths:**

- Decisive
- Confident
- Willing to address issues directly

## **Watch-outs:**

- Others may feel unheard
- Can unintentionally create defensiveness

# The Competitor



**Your tendency: Focus on results, clarity, and moving toward a decision quickly.**

**Growth opportunity:** Slow down long enough to understand before seeking resolution. Being heard often matters as much as the outcome.

## **Helpful tools:**

- Ask at least two clarifying questions before offering solutions.
- Reflect back what you heard before responding.
- Notice when you are preparing a rebuttal instead of listening.
- Separate understanding the other person's perspective from agreeing with it.

**Consider:** What might I learn if I became as curious about their perspective as I am committed to my own?

# The Collaborator



**"Let's find a solution that works for everyone."**

When conflict arises, you tend to:

- Seek understanding
- Explore multiple perspectives
- Look for win-win solutions

## **Strengths:**

- Inclusive
- Curious
- Strong relationship builder

## **Watch-outs:**

- Can take longer to reach decisions
- May overcomplicate simple issues

# The Collaborator



**Your tendency: Bring people together to find solutions that address multiple needs and perspectives.**

**Growth opportunity:** Recognize when collaboration is needed and when a simpler path forward is sufficient.

## Helpful tools:

- Clarify decision-making authority early.
- Establish time boundaries for discussion.
- Identify which issues require broad input and which do not.
- Focus on progress, not perfection.

**Consider:** Is this a situation that requires deep collaboration, or would a clear decision better serve the group?

# The Compromiser



**"Let's meet in the middle."**

When conflict arises, you tend to:

- Look for practical solutions
- Focus on fairness
- Seek middle ground

## **Strengths:**

- Flexible
- Pragmatic
- Solution-oriented

## **Watch-outs:**

- May settle too quickly
- Neither party gets everything they need

# The Compromiser



**Your tendency: Seek middle ground and practical solutions that help everyone move forward.**

**Growth opportunity:** Resist settling too quickly. Sometimes the best solution emerges after deeper exploration.

## Helpful tools:

- Spend time understanding underlying interests before discussing solutions.
- Ask, "What would success look like for each of us?"
- Explore multiple options before choosing one.
- Check whether everyone feels heard before moving toward agreement.

**Consider:** Are we finding the easiest solution or the most effective one?