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HANDLING CONFLICT REPORT SAMPLE

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Handling Conflict

The following personal statements are generated by your answers to The Birkman® Method questionnaire. Carefully read each statement and check the statements that are most significant to you. Discuss with a trusted advisor or friend how your selected statements impact you -- past or present.

SECTION A: His effective approach to handling conflict

- Engages directly with key players, instead of attempting to avoid the issue
- Generally prefers that conflict issues be handled openly in meetings
- Prefers to take a structured or step-by-step approach to dealing with conflict
- A naturally authoritative person, he finds it easy to direct conflict situations, even if other people try to dominate

.....and MORE!

SECTION B: His less effective approach

- " Can be too resistive in handling conflict issues in a group setting



Can become domineering, dealing with others by attempting to dominate rather than engage constructively with other people

Particularly in the face of ongoing conflict, can begin to lose energy or over-think the issue

.....and MORE!

SECTION C: Increasing his effectiveness

If possible, let him get away from the group for at least a while and reconsider the issues

Do everything you can not to be domineering with him. As much as you can, get him to see that you are on the same side

Let him set aside a period of time to get away from the issue, mentally and physically

.....and MORE!