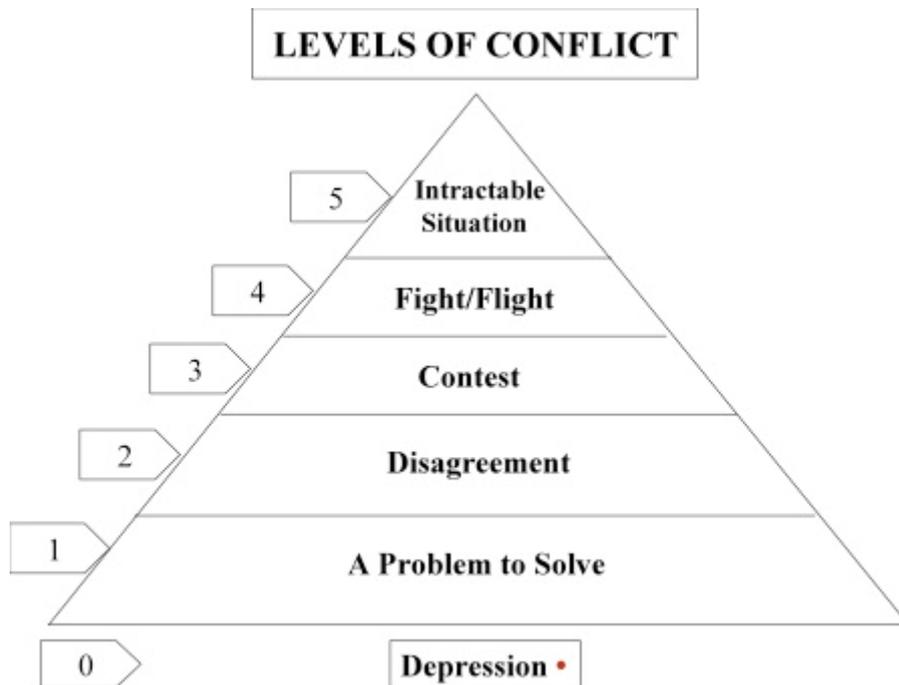


Personal Reflection on Conflict at GUC [Stage 2]

1. *The conflict affected me in the following ways:*

NB: Mention any roles such as being on Church Council or involved in church activities.

2. *Assess your level of conflict using the model of Speed Leas (1985):*



I reached level

3. Use the following to find your style of dealing with conflict:

Conflict Management Styles Assessment

Please CIRCLE ONE response that best describes you. There are no right or wrong answers!

	Rarely	Sometimes	Often	Always
1. I discuss issues with others to try to find solutions that meet everyone's needs.	1	2	3	4
2. I try to negotiate and use a give-and-take approach to problem situations.	1	2	3	4
3. I try to meet the expectations of others.	1	2	3	4
4. I would argue my case and insist on the advantages of my point of view.	1	2	3	4
5. When there is a disagreement, I gather as much information as I can and keep the lines of communication open.	1	2	3	4
6. When I find myself in an argument, I usually say very little and try to leave as soon as possible.	1	2	3	4
7. I try to see conflicts from both sides. What do I need? What does the other person need? What are the issues involved?	1	2	3	4
8. I prefer to compromise when solving problems and just move on.	1	2	3	4
9. I find conflicts exhilarating; I enjoy the battle of wits that usually follows.	1	2	3	4
10. Being in a disagreement with other people makes me feel uncomfortable and anxious.	1	2	3	4
11. I try to meet the wishes of my friends and family.	1	2	3	4
12. I can figure out what needs to be done and I am usually right.	1	2	3	4
13. To break deadlocks, I would meet people halfway.	1	2	3	4
14. I may not get what I want but it's a small price to pay for keeping the peace.	1	2	3	4
15. I avoid hard feelings by keeping my disagreements with others to myself.	1	2	3	4

Scoring the Conflict Management Styles Assessment

As stated, the 15 statements correspond to the five conflict management styles. To find your most preferred style, total the points for each style. The style with the highest score indicates your most commonly used strategy. The one with the lowest score indicates your least preferred strategy. However, all styles have pros and cons, so it's important that you can use the most appropriate style for each conflict situation.

Style Corresponding Statements (add your score): Total:

Collaborating (questions 1, 5, 7):

Competing: (question 4, 9, 12):

Avoiding (questions 6, 10, 15)

Accommodating (questions 3, 11, 14)

Compromising (questions 2, 8, 13)

My preferred conflict management style is: _____

Reflect:

Did your style of managing conflict make you feel vulnerable? How did you relate to others with a different style? Thinking about it now would you do anything different?

4. Identify emotional triggers

What issues did you feel most strongly about? Please list below and rate each on a 1-10/10 scale (with 10 being most intense).

5. Are you prepared to engage in Stage 3?

What do you think is the best way forward for GUC?

Church Council would like to thank you for participating in this exercise.

Please contact one of the co-chairs if you have any concerns about the process, or the supply minister Rev Dr Bruce Stevens bruce@ccfpsych.com.au