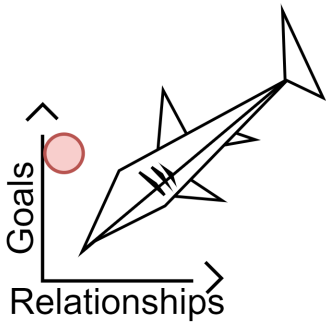


CONFLICT STYLES

Has a clear understanding of where we are going at the moment and a sense of where the team wants to be in five years with respect to the idea of where the organization is going.

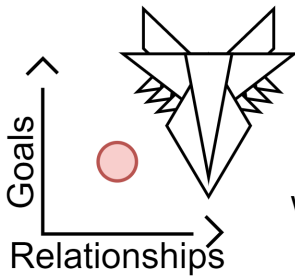
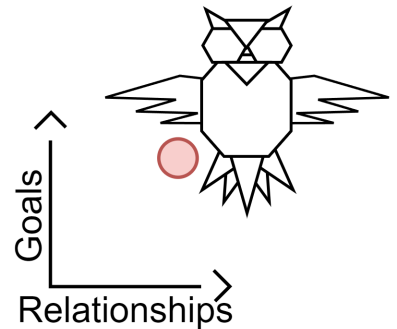


SHARK Competition - I take charge

- + Quick decisions without compromise which can be correct as well as incorrect = win or lose resolutions.
- The shark may seem hostile and arouse resentment.

OWL Collaboration - I win, you win

- + Both sides get what they want without negative feelings, resulting in mutual trust, positive relationships, and commitments.
- Time and energy-consuming.

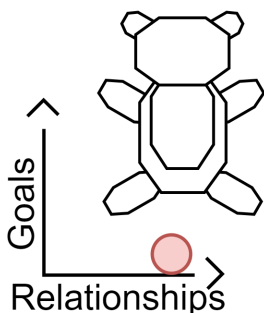
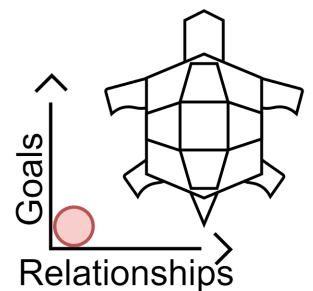


FOX Compromise - I bend, you bend

- + Cares about relationships and goals when solving complex issues without simple solutions, where all parties are equal in power, 50/50.
- Compromise may create less than optimal outcomes resulting in game playing.

TURTLE Avoidance - I leave

- + Maintaining relationships by not escalating a conflict can result in late and difficult conflict resolution.
- Conflicts remain unaddressed and unresolved, overusing may result in being walked all over.



TEDDY BEAR Accommodation - I give in

- + Accommodating when outmatched to maintain relationships, and minimize injury.
- May be taken advantage of, not be productive, breed resentment, and exploits the weak.