

Conflict Profile

Please respond to the questions below by circling a number between 1 and 9 that corresponds to the following scale.

1 = No Conflict. Complete avoidance of debate or argument. Individual opinions are not shared if they differ from common or dominant opinions.

3 = Some Conflict. Occasionally conflict occurs. Sometimes it is resolved, sometimes it is not.

5 = Conflict Happens. Parties participate in passionate debate when issues arise. Opinions are fully shared. Resolution of issues usually happens.

7 = Much Conflict. More conflict than can be resolved. Some injury occurs from conflict.

9 = Extreme Conflict. Arguments are common. Active, often loud discourse takes place with raw, emotional content. Resolution is rare-almost never happens.

1. What did conflict look like in your family home when you were a child?

1	2	3	4	5	6	7	8	9
No Conflict		Some Conflict		Conflict Happens		Much Conflict		Extreme Conflict

2. How did conflict occur in the most impactful community separate from primary family (i.e., neighborhood, church community) that surrounded you in your early years?

1	2	3	4	5	6	7	8	9
No Conflict		Some Conflict		Conflict Happens		Much Conflict		Extreme Conflict

3. Think about your worst professional experience - how would you describe conflict in that situation?

1	2	3	4	5	6	7	8	9
No Conflict		Some Conflict		Conflict Happens		Much Conflict		Extreme Conflict

4. Now think about your best professional experience - how would you describe conflict in that situation?

1	2	3	4	5	6	7	8	9
No Conflict		Some Conflict		Conflict Happens		Much Conflict		Extreme Conflict

5. How would you prefer conflict to be in your personal life?

1	2	3	4	5	6	7	8	9
No Conflict		Some Conflict		Conflict Happens		Much Conflict		Extreme Conflict

6. How would you prefer conflict to be in your professional life?

1	2	3	4	5	6	7	8	9
No Conflict		Some Conflict		Conflict Happens		Much Conflict		Extreme Conflict

7. How would you prefer conflict to be in your immediate team (in a work setting)?

1	2	3	4	5	6	7	8	9
No Conflict		Some Conflict		Conflict Happens		Much Conflict		Extreme Conflict

8. What rules about conflict have you learned from your personal, professional and community life?

Source: I-TECH Leadership and Management Initiative