

Conflict management

Strategy # 1: Fight.

Strategy # 2: Cooperate.

Strategy # 3: Compromise.

Strategy # 4: Adapt.

Strategy # 5: Avoid.

Strategy # 1

Fight

Self confidence

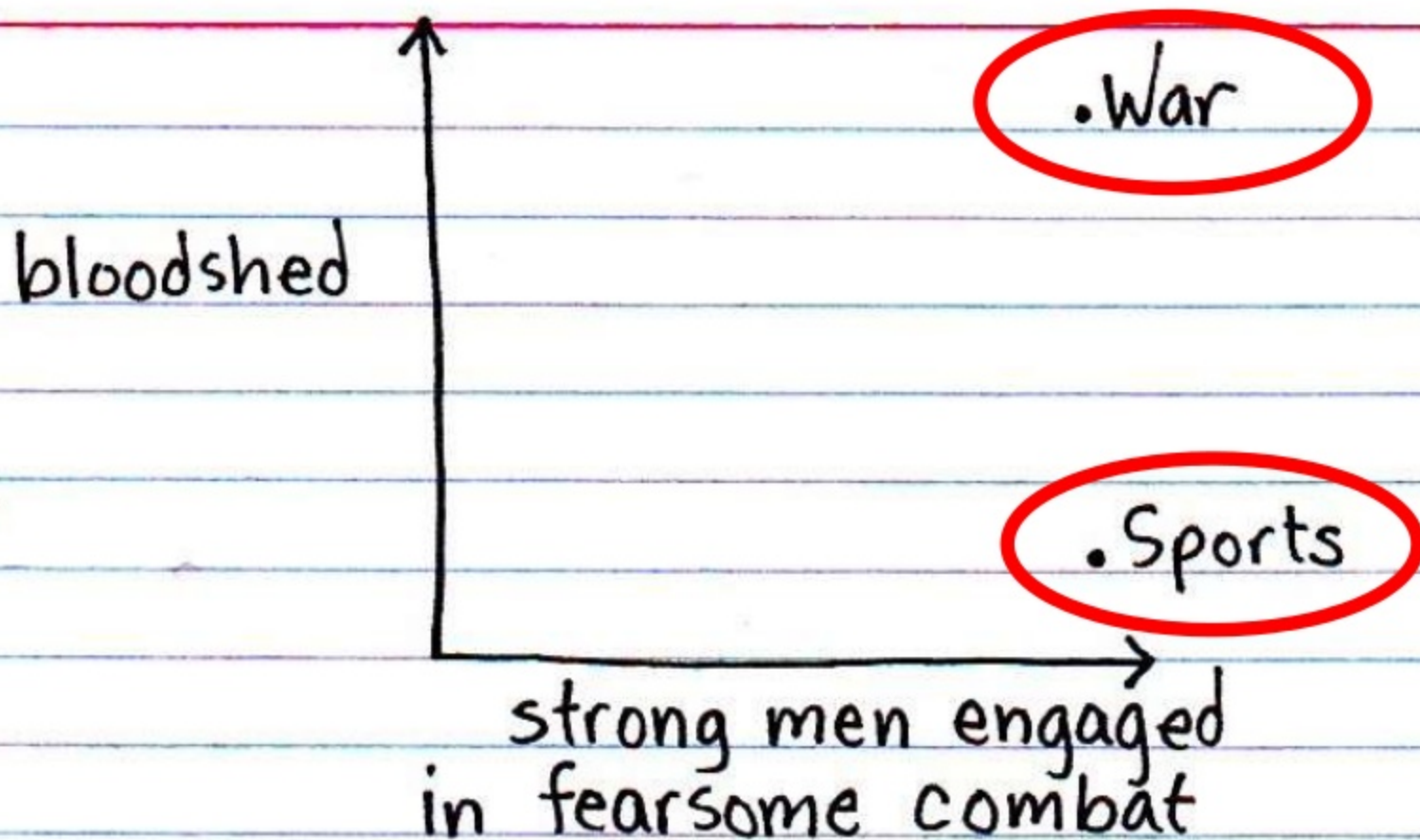
1 Fight		2 Cooperate
	3 Compromise	
5 Avoid		4 Adapt

Adapted from Blake & Mouton, 1964.

Cooperative behaviour

Possibility A

**Fight all you can until someone
wins – and the other loses.**



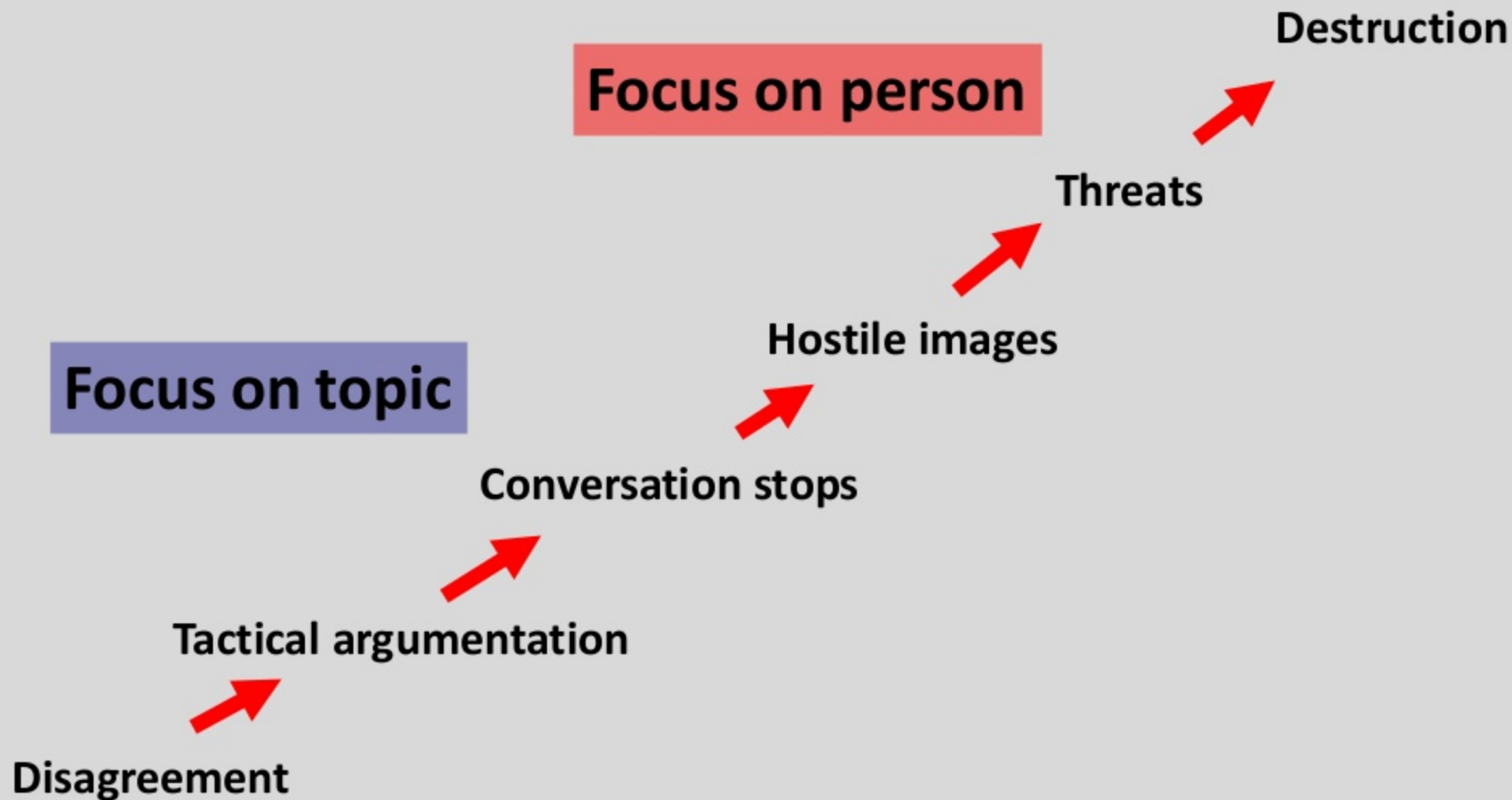


Fight when you are negotiating with someone who prefers to be competitive.

<http://culture-at-work.com/5styles.html>

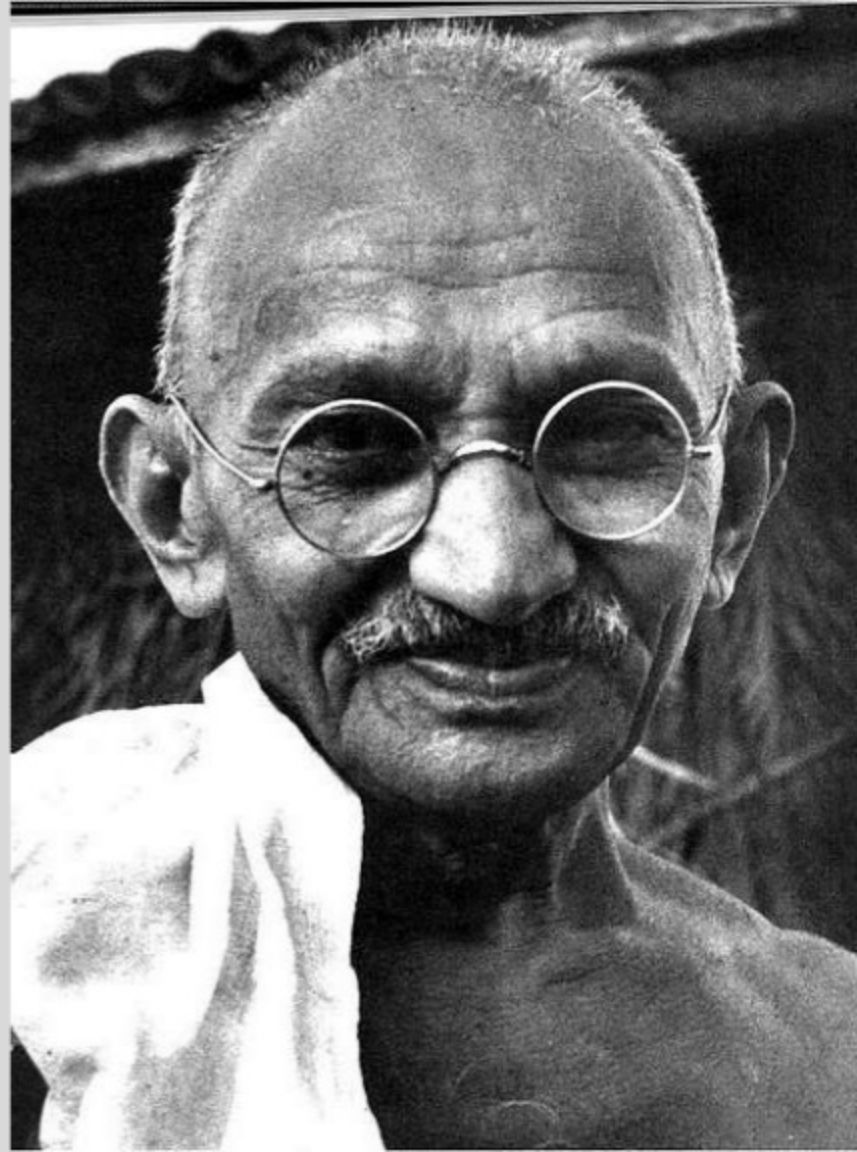
Whenever you're fighting about ideas, it's important that you're engaging in the “right fight,” **criticizing another person's ideas** and not the person himself.

<http://99u.com/articles/7224/Why-Fighting-For-Our-Ideas-Makes-Them-Better>



Hate the sin and not the sinner is a precept which, though easy enough to understand, is rarely practiced. And that is why the poison of hatred spreads in the world.

<http://www.businessinsider.com/gandhi-quotes-thatll-make-you-want-to-change-the-world-2014-8>



Possibility B

**Stop the process when the
important decision maker
does not want change**

If an important decision maker prolongs a process on purpose, because he or she for some reason does not want change, **stop the process.**

<https://hbr.org/2014/05/you-cant-delegate-change-management/>

15% say they get the best outcome when they exploit the other person's cooperation unilaterally, and **those 15% are driving a lot of conflict.**

Results of surveys with thousands of employees.

<http://www.gsb.stanford.edu/news/research/nir-halevey-how-do-you-resolve-conflict>

Further inspiration

<https://www.teacherspayteachers.com/Product/How-do-we-manage-our-emotions-1678947>

Strategy # 2

Cooperate

Self confidence

1 Fight		2 Cooperate
	3 Compromise	
5 Avoid		4 Adapt

Adapted from Blake & Mouton, 1964.

Strongly cooperative behaviour

<https://www.teacherspayteachers.com/Product/Cooperation-2466832>

Strategy # 3

Compromise

Self confidence

1 Fight		2 Cooperate
	3 Compromise	
5 Avoid		4 Adapt

Adapted from Blake & Mouton, 1964.

Cooperative behaviour

Question A

Why do we compromise?