



CONFLICT RESOLUTION STYLES REPORT

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Report of : [Sample Report](#)

Introduction to Conflict Resolution Styles

Effective conflict resolution is a critical skill for leaders, enabling them to manage disputes, foster collaboration, and maintain a productive work environment. Leaders who can navigate conflicts with confidence and insight are better equipped to guide their teams through challenges, build stronger relationships, and achieve organizational goals.

There are five key conflict resolution styles that leaders may employ, each with its own strengths.

Collaborative Team Builder	This approach emphasizes collaboration, seeking to create win-win solutions through teamwork.
Assertive Problem Solver	This style focuses on assertiveness and achieving personal goals, often through decisive action
Balanced Negotiator	This style aims for a middle ground, balancing the needs of all parties to reach a fair compromise.
Calculated Escaper	This approach involves avoiding or delaying conflict, often to prevent unnecessary escalation or to address it at a more appropriate time.
Harmonious Supporter	This style prioritizes maintaining harmony by accommodating others' needs and preserving relationships.

Your Scores

As you review your scores across these five styles, consider the high, medium, and low interpretations provided for each.

High scores suggest a strong preference for that style, medium scores indicate occasional use, and low scores reflect a tendency to use that style less frequently. Understanding your preferences will help you adapt your conflict resolution strategies to different situations, enhancing your leadership effectiveness.

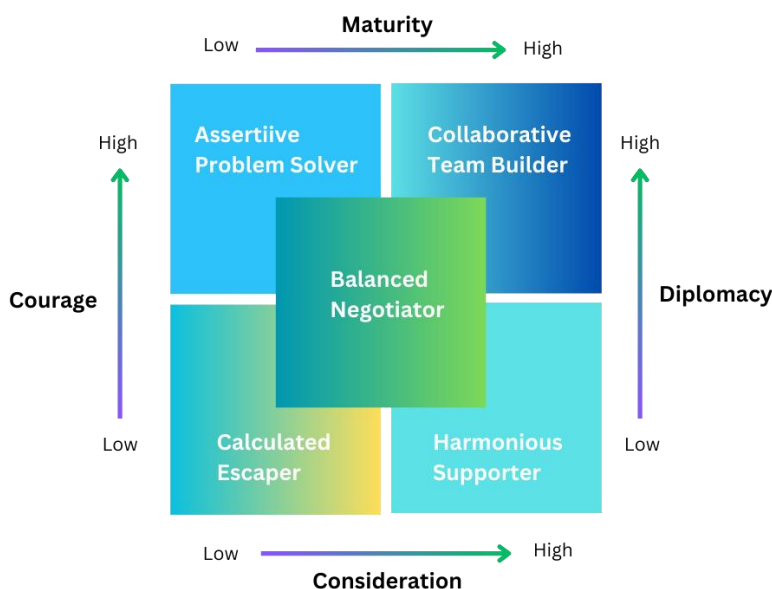
Report for	Sample Report
Company Name	SSPL
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	Learning Style	Score
1	Collaborative Team Builder	98
2	Assertive Problem Solver	50
3	Balanced Negotiator	81
4	Calculated Escaper	38
5	Harmonious Supporter	33

Low	Medium	High
< 50	51 - 80	81 - 100

CRS Framework

Our conflict resolution framework maps the five styles—Collaborative Team Builder, Assertive Problem Solver, Balanced Negotiator, Calculated Escaper, and Harmonious Supporter - against key dimensions such as Courage, Consideration, Maturity, and Diplomacy.



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Here's a brief explanation of how the framework aligns with these styles:

- **Collaborative Team Builder:** Placed high on both Maturity and Diplomacy, reflecting a preference for collaboration and finding win-win solutions.
- **Assertive Problem Solver:** Positioned high on Courage and low on Diplomacy, indicating a strong preference for assertiveness and problem-solving with direct approaches.
- **Balanced Negotiator:** Centrally located, symbolizing a balanced approach to conflict, considering both assertiveness and collaboration, and adapting based on the situation.
- **Calculated Escaper:** Positioned low on both Courage and Consideration, indicating a tendency to avoid conflicts strategically.
- **Harmonious Supporter:** High on Consideration but lower on Courage, showing a preference for accommodating others and maintaining harmony.

Maturity vs Diplomacy in Conflict Resolution Styles

In our framework, **maturity** reflects internal growth, emotional stability, and the ability to take a long-term perspective in conflict resolution, while **diplomacy** reflects how effectively someone manages interpersonal relationships with tact, balancing assertiveness with empathy. Each conflict resolution style can benefit from developing both of these attributes.

Maturity:

- Refers to emotional and psychological development, handling conflicts with composure, wisdom, and patience.
- High maturity involves staying calm under pressure, focusing on long-term sustainable solutions, and using emotional intelligence.

Diplomacy:

- Involves the skillful management of interpersonal relationships, including being tactful, sensitive, and strategic in addressing others' needs and opinions.
- High diplomacy means balancing assertiveness with consideration for others, handling conflicts with a calm demeanor, and avoiding unnecessary offense.

Collaborative Team Builder Style

Your Score: 98

Explanation: The Collaborative Team Builder style emphasizes working together with others to find win-win solutions. Individuals using this style value cooperation, open communication, and mutual respect. They are willing to invest time and effort to understand different perspectives and seek outcomes that satisfy all parties involved. This style is ideal for situations where relationships are important and where the goal is to achieve a mutually beneficial outcome.

Interpretation of Scores

<p>High Scores</p>	<p>You have a strong preference for the Collaborative Team Builder style. You are highly collaborative and seek to create solutions that benefit everyone involved. You are willing to invest significant time and effort into understanding others' perspectives and finding common ground. This approach fosters teamwork and innovation but may sometimes lead to slower decision-making if consensus is difficult to achieve.</p>
<p>Medium Scores</p>	<p>You often use the Collaborative Team Builder style but do not always prioritize collaboration over other strategies. You value mutual benefits and consider others' input but may not always invest deeply in collaborative efforts. This balanced approach allows you to collaborate when necessary while also considering other conflict resolution strategies when appropriate.</p>
<p>Low Scores</p>	<p>You rarely use the Collaborative Team Builder style. You may struggle to see the value in mutual solutions or cooperative efforts and may prefer to resolve conflicts in other ways. This can lead to faster decision-making but may also result in missed opportunities for collaboration and relationship-building.</p>

Focus Areas for Improvement

Maturity: A high degree of maturity allows the Cooperative Team Builder to stay calm and composed during conflicts, taking a long-term view of the issue rather than focusing solely on immediate resolutions. They are able to manage their emotions and avoid being impulsive, ensuring that they act as a stabilizing force within the team.

Diplomacy: Diplomatic skills help this individual manage the diverse interests of the group and maintain harmony by carefully negotiating between competing needs. They ensure that all voices are heard without creating resentment or feelings of exclusion, showing tact in balancing competing priorities.

Personal Development Action Plan

Here's a comprehensive **Personal Development Action Plan** based on the Conflict Resolution Styles assessment. This table will guide you in reflecting on your scores and planning the development based on the strengths and areas for growth of each style.

Style: Collaborative Team Builder

Score	Strengths to Build On	Improvement Areas	Action Steps for Development
High	Skilled at fostering collaboration and consensus.	May struggle with assertiveness or making tough decisions independently.	Work on building decisiveness by taking initiative in situations that require a clear decision-making leader. Explore techniques to handle pushback from others without losing team spirit.
Medium	Balances teamwork and individual decision-making.	Sometimes avoids conflicts for fear of damaging team cohesion.	Enhance conflict resolution skills by learning how to address minor disagreements early before they escalate. Practice facilitating difficult conversations within teams.
Low	Strong individual contributor but hesitant to rely on others.	May isolate themselves or find it difficult to collaborate under stress.	Engage in team-building exercises. Focus on developing trust in others' abilities and delegate tasks within a supportive team framework.

Style: Assertive Problem Solver

Score	Strengths to Build On	Improvement Areas	Action Steps for Development
High	Decisive and direct in resolving conflicts.	May come across as too dominant or dismissive of others' perspectives.	Focus on active listening and collaboration during discussions. Encourage open dialogue to ensure all viewpoints are considered.
Medium	Balances assertiveness with consideration for others.	Occasionally struggles to push ideas forward or make decisive calls.	Practice clear, confident communication when faced with high-stakes decisions. Engage in debates to enhance assertiveness.
Low	Values harmony but often avoids conflicts or difficult conversations.	May lack confidence in asserting opinions or challenging others.	Join leadership workshops or assertiveness training programs. Set small goals to gradually



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