



## 5 Confrontation Styles



Competing

*I want to win.*



Avoiding

*I don't want to talk about it.*



Accommodating

*I want you to win.*



Compromising

*I'll meet you halfway.*



Collaborating

*I want us both to win.*

### Questions for reflection

1. What is your default confrontation style?
2. Each style has its time and its place. Which one are you most comfortable using? Which one are you least comfortable using? Why do you think that is?
3. In which scenario do you think the competing style would be most effective?
4. In which scenario do you think the avoiding style would be most effective?
5. In which scenario do you think the accommodating style would be most effective?
6. In which scenario do you think the compromising style would be most effective?
7. In which scenario do you think the collaborating style would be most effective?