



**HOLLOWS HAVEN**

— COUNSELLING —

# **Discover Your Conflict Style**

---

And Deepen Your  
Understanding

# Step 1: Understanding Conflict Resolution Styles

(Based on the Thomas-Kilmann Conflict Mode Instrument (TKI), developed by Kenneth Thomas and Ralph Kilmann (1974))

1.

## **Avoiding**

### **(Low Concern for Self & Low Concern for Others)**

Avoiding means stepping away from conflict, either by withdrawing, postponing, or refusing to engage. People who avoid conflict may do so to keep the peace, out of fear, or because they feel overwhelmed. While this approach can be helpful when emotions are running high and time is needed to cool down, it can also leave issues unresolved and create resentment over time. When both partners avoid conflict, tension often builds beneath the surface rather than being worked through.

2.

## **Accommodating**

### **(Low Concern for Self & High Concern for Others)**

Accommodating happens when one person prioritises the other's needs over their own, often giving in to avoid tension. This can be helpful in situations where the issue is minor, or when preserving harmony is more important than being right. However, if one person is always accommodating, they may feel unheard or resentful over time. In relationships, this can create an imbalance where one partner's needs are consistently overlooked.

3.

## **Competing/Forcing**

### **(High Concern for Self & Low Concern for Others)**

A competing approach means prioritising your own needs, desires, or beliefs over the other person's. This style often leads to a win-lose mentality, where one person "wins" the argument at the expense of the other. While it can be useful in situations where quick decisions are needed, it can also damage relationships if used frequently, as it may create distance, resentment, and a lack of collaboration.

4.

## **Compromising**

### **(Moderate Concern for Self & Moderate Concern for Others)**

Compromising is about finding a middle ground where both people give up something to reach an agreement. This approach is often seen as fair, as both partners get part of what they want. However, it can sometimes lead to solutions that don't fully satisfy either person. It's useful when time is limited or when both partners are willing to make sacrifices, but in deeper relationship issues, a compromise may not address underlying emotions and needs.

5.

## **Collaborating**

### **(High Concern for Self & High Concern for Others)**

Collaboration is the most effective style for long-term relationship health, as it involves working together to find a solution that fully meets both partners' needs. This approach requires open communication, emotional vulnerability, and a willingness to truly understand each other's perspectives. While it takes effort and patience, collaboration builds trust, deepens connection, and leads to solutions that benefit both partners.

## Step 2: Self-Reflection Questions

Reflect on your personal and shared experiences with conflict.

**1.**

**Which conflict resolution style(s) do you recognise in yourself? What about your partner?**

**2.**

**On a scale from 1-5 how often do you use each conflict style, with 1 being 'rarely' and 5 being 'almost always'?**

Avoiding	1	2	3	4	5
Accommodating	1	2	3	4	5
Competing/Forcing	1	2	3	4	5
Compromising	1	2	3	4	5
Collaborating	1	2	3	4	5

**3.**

**Does your response change depending on the situation or the person you're in conflict with?**

**4.**

**What emotions do you experience most in conflict? (E.g., frustration, sadness, fear, anger, shutdown, guilt?)**

## Step 2: Self-Reflection Questions (continued)

- 5.** How did your parents handle conflict? Did they avoid it, argue loudly, resolve it calmly?
  
- 6.** How does your approach impact your relationships?
  
- 7.** What's one thing you wish would change about the way conflict is handled in your relationship?
  
- 8.** Read the scenario below and think about how you might naturally respond. Then, reflect on whether this aligns with your typical conflict style.  
  
***"You and your partner have planned a weekend away, but at the last minute, they suggest cancelling because they feel overwhelmed with work. You were really looking forward to this trip and feel disappointed. How would you typically respond?"***

## Step 3: Small Action Steps

Have a short discussion based on your answers.

- 1. Share one takeaway with your partner. What surprised you?**
- 2. Discuss how this style affects your communication, emotional connection, and ability to resolve issues.**
- 3. Experiment with a New Approach. Choose a different style that might be more effective in certain situations and discuss with your partner how you can implement it.**
- 4. Commit to Small Changes. Set one specific action you will take in your next disagreement to foster healthier conflict resolution.**



# HOLLOWS HAVEN

## — COUNSELLING —

**Thank you for completing  
this worksheet.**

If you're ready to unlock your true potential and begin your journey toward lasting change, as a couple or as an individual, please visit my website or email me to book your online or in-person session today.

**Vivienne Markert**  
Hollows Haven Counselling  
6 Hollows Road  
Mount Torrens SA 5244

[www.hollowshavencounselling.com.au](http://www.hollowshavencounselling.com.au)

[contact@hollowshavencounselling.com.au](mailto:contact@hollowshavencounselling.com.au)

Disclaimer: This worksheet is for informational and self-reflection purposes only and is not a substitute for professional counselling, therapy, or psychological support. If you are experiencing significant relationship challenges or distress, consider seeking guidance from a qualified professional.