conflict_style.edited.docx

by

Submission date: 02-Nov-2021 09:45AM (UTC-0500)
Submission ID: 1691039868
File name: conflict_style.edited.docx (15.2K)
Word count: 356
Character count: 1967

Reflection

Name

Institution

Instructor

Course

Date

Reflection

Upon completion of the questionnaire, I scored 28 in collaborating conflict style. Since that was the highest score, it is the method that I am most likely to use in solving conflicts. In using collaborating conflict style, all individual's goals are considered essential. Therefore, the technique ensures that every party is fully satisfied because the conclusion or resolution is developed. Also, the collaborative process comprises varying principles, opinions, and feelings that will result in the most optimal results. McKinlay & Ross (2008) stated that the solutions are equally valuable and sufficient through collaborating. This improves unity, creativity, and trust because of the vigorous exchange of opinions. Furthermore, by analyzing the variations of ideas willingly, the conflict will likely make the group members derive creative solutions that will ensure a win-win needs for everybody.

I agree with the questionnaire because I have a collaborating style of conflict resolution. I always believe that people need to come together and unite in solving their conflicts. I do not believe in holding grudges because it hinders productivity in the workplace and creates heartedness, resulting in increased conflict. Moreover, for collaboration to persist in our society and workplace, there is a need to ensure no competition. Most people believe that competition always results in accomplishment and victory, making individuals think they need to challenge others and solve the issues through confrontational processes or lawsuits.

Nonetheless, I know the best way is to have open-minded individuals who believe in the greater good for everyone. For instance, I have used a collaborating style to solve a conflict in an organization I was volunteering in. The electrical and plumbing team would argue on the team to start their work to meet deadlines. To end the conflict, I called all the members, and we resolved

by concluding that they would work alongside each other to create space for each other. This enabled them to be productive, and they all managed to meet their deadlines

References

McKinlay, L. & Ross, H. (2008) You and others: Reflective practice for group effectiveness in human services. Toronto, On Pearson Canada (pages 166-171)

conflict_style.edited.docx

ORIGINALITY REPORT

0%	0%	0%	%
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

PRIMARY SOURCES

Exclude quotes	On	Exclude matches	Off
Exclude bibliography	On		