

8. CONFLICT STYLE QUESTIONNAIRE*

(Constructed by Levinger & Pietromonaco; based on Rands et al., 1981; Thomas & Killman, 1974)

Please think about your relationship with your spouse. Imagine a typical situation in which you and he (she) have different wants. How would you be likely to respond? Rate each of the following items on how well it describes your behavior in such a situation.

	never or rarely so	half of the time	always or nearly so
For each item, circle one number on the following scale:	1	2	3
	4	5	
	0-19%	20-39%	40-59%
		60-79%	80-100%

1. I sacrifice my wishes for the wishes of my spouse.
2. I postpone talking about an issue about which we disagree.
3. I try to find a compromise solution.
4. I share the problem with my spouse so that we can work it through together.
5. I try to get my way whenever I can.
6. If we disagree, I tend to adjust my views toward those of my spouse.
7. I do what is needed to avoid tension.
8. I give up some points in exchange for others.
9. I try to get all of our concerns into the open so that we can deal with them.
10. I try to convince my spouse of the merits of my own position.
11. I conform to my spouse's desires when there is a difference between us.
12. I prefer not to discuss topics that might lead to conflict.
13. I propose a middle ground between us.
14. I'm concerned with satisfying all the wishes of both of us.
15. I aim to win my spouse over to my ideas.
16. I will please my spouse's wishes even if I initially disagree.
17. I let my spouse take responsibility for dealing with the problem.
18. I try to get my spouse to settle for a compromise.
19. I seek my spouse's help in working out a mutually satisfying solution.
20. I push hard to argue my own case.
21. If my spouse feels strongly about his/her position, I go along with it.
22. I avoid saying things that might cause disagreement.
23. I try to find a fair combination of pluses and\minuses for both of us.
24. I try to deal with all of my spouse's and my own concerns.
25. I try to explain the logic and the benefits of my own position.
26. I am likely to change my position in order to prevent upset.
27. I stay away from creating any unpleasantness.
28. I look for a solution halfway in between my spouse's and my own positions.
29. I try to collaborate with my spouse to work through our differences.
30. I make an effort to get my own way.

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*Revision of the Conflict Mode Instrument (Thomas & Killman, 1974), a paired-comparison instrument used for ascertaining personal styles in organizational conflict situations. Five styles are measured here: Accommodating, items 1, 6, 11, 16, 21, and 26; Avoiding, #2, 7, 12, 17, 22, 27; Compromising, #3, 8,

13, 18, 23, 28; Collaborating, #4, 9, 14, 19, 24, 29; and Contending, #5, 10, 15, 20, 25, 30.