After viewing Figure 3.1 from the Activity titled “Five Conflict-Handling Styles” and considering your own conflict style, how would you approach a conflict with a coworker who uses the avoidance style? How would you approach a conflict with a coworker who has an extremely competitive style? Which conflict-handling style is best, according to the reading? Finally, is it possible to change your own conflict-handling style? Why or why not?

How would you approach a conflict with a coworker who uses the avoidance style?

The last time confronted the avoidance style I accommodated it. In interpersonal relationships the problem I have is rejection, as a result, when a person avoids confrontation with me I usually count it as rejection. With competitive styles of conflict resolution, I typically avoid conflict until I blow up, then its all-out war. For instance, my brother has a habit of coming to my house drunk, I usually blow up at him, which at one point resulted in a broken hand.

The best is collaboration. Any time there can be a win-win, this is the best solution.

Is it possible to change my conflict handling style? "With God All Things Are Possible." However, on my own, I have had little positive results when attempting to change. I do not like change. Take school for instance. I signed up for a school with no milestones, one-page finals, and class work that mirrored unit values. When Milestones were added I didn't like it when content in a one unit class started rivaling a three-unit class I didn't like it; now all these finals seem to be duo project finals, I love it less. But alas, I will avoid and accommodate. What real choice is given but to be a vassal to the system--my final complain on the subject.

Thank you, Jeffrey, for your response to this prompt. You have demonstrated an ability to adjust the styles you use when dealing with conflict and applied appropriate approaches. You integrated concepts from the text well. Each question was addressed sufficiently. As a result, I will affirm this post.