



## Virginia Fundraising Consultants

### How Comfortable Are You with Conflict?

1. When confronted with a potential conflict, do you:
  - A. Try make sure the other person does not get upset.
  - B. Take a problem-solving approach where all sides figure out what we can agree on and what we are willing to give up.
  - C. Make sure others know your views.
  - D. Prefer a “give and take” solution to problems where both sides make adjustments.
  - E. Stall in order to take some time to think about problems before approaching them.
  
2. In a conversation, do you:
  - A. Know what you want and I go for it.
  - B. Prefer to talk about problems directly.
  - C. Prefer to figure out what the fairest outcome would be from everyone’s perspective.
  - D. Hold back and let others figure out how to resolve the conflict.
  - E. Focus on similarities rather than differences in views.
  
3. In the midst of conflict, do you:
  - A. Aim to convince others that you are right.
  - B. Prefer to discuss problems openly so that they can be worked out right away.
  - C. If the other person can agree to disagree, I can do the same.
  - D. Try to pay attention to the other person’s opinions when we are working out problems.
  - E. Keep my views to myself in order to avoid conflict.
  
4. During a potentially confrontational conversation:
  - A. I tell others when something is wrong so that we can work together to make it right.
  - B. I try to make sure others understand my reasoning and why I am right.
  - C. I’m willing to give up my own views if it will help the other person feel better.
  - D. I try to find a way for different sides to meet half-way in a conflict.
  - E. I feel that sometimes conflicts are better left not discussed.
  
5. My philosophy about confrontations is:
  - A. I like to resolve problems through negotiating.
  - B. I try to make sure everyone’s concerns are addressed.
  - C. I want everyone to walk away happy.
  - D. I aim to get what I want.
  - E. I like to avoid uncomfortable situations when possible.

*This quiz is based on the TKI instrument, published by CPP, Inc*



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1. When confronted with a potential conflict, do you:

- A. = **A**
- B. = **E**
- C. = **C**
- D. = **D**
- E. = **B**

2. In a conversation, do you:

- A. = **C**
- B. = **E**
- C. = **D**
- D. = **B**
- E. = **A**

3. In the midst of conflict, do you:

- A. = **C**
- B. = **E**
- C. = **D**
- D. = **A**
- E. = **B**

4. During a potentially confrontational conversation:

- A. = **E**
- B. = **C**
- C. = **A**
- D. = **D**
- E. = **B**

5. My philosophy about confrontations is:

- A. = **D**
- B. = **E**
- C. = **A**
- D. = **C**
- E. = **B**

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### Key

**Accommodator – A**

**Avoider – B**

**Competitor – C**

**Compromiser – D**

**Problem Solver - E**