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# KEY CONFLICT MANAGEMENT STRATEGIES

## 1. AVOIDANCE

**What It Is:** Avoiding the conflict, hoping it resolves on its own.

- Best for minor issues or cooling off.
- Not for recurring or serious problems.

**Example:** A designer dislikes a minor color choice but stays quiet to avoid conflict.



## 2. ACCOMMODATION

**What It Is:** Prioritizing relationships over winning the argument.

- Best when relationships matter more than the issue.
- Not for important matters or unfair situations.

**Example:** A junior employee accepts their manager's outdated idea but plans to show data for a better approach later.



## 3. COMPETITION

**What It Is:** Asserting your position forcefully, even if others disagree.

- Best for emergencies or defending critical principles.
- Not for teamwork-heavy situations.

**Example:** A cybersecurity expert insists on shutting down a system to prevent a major breach.



## 4. COMPROMISE

**What It Is:** Both sides make concessions to reach a middle ground.

- Best for quick resolutions where both sides give a little.
- Not for high-stakes situations.

**Example:** Two marketing teams split a budget between digital and traditional advertising.



## 5. COLLABORATION

**What It Is:** Working together to find a mutually beneficial resolution.

- Best for important, long-term solutions.
- Not ideal if time is limited or one side refuses to cooperate.

**Example:** Two developers merge their UI ideas by combining minimalism with customization features.



# Using Conflict In Organizations

**Scott C. Dulebohn**



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