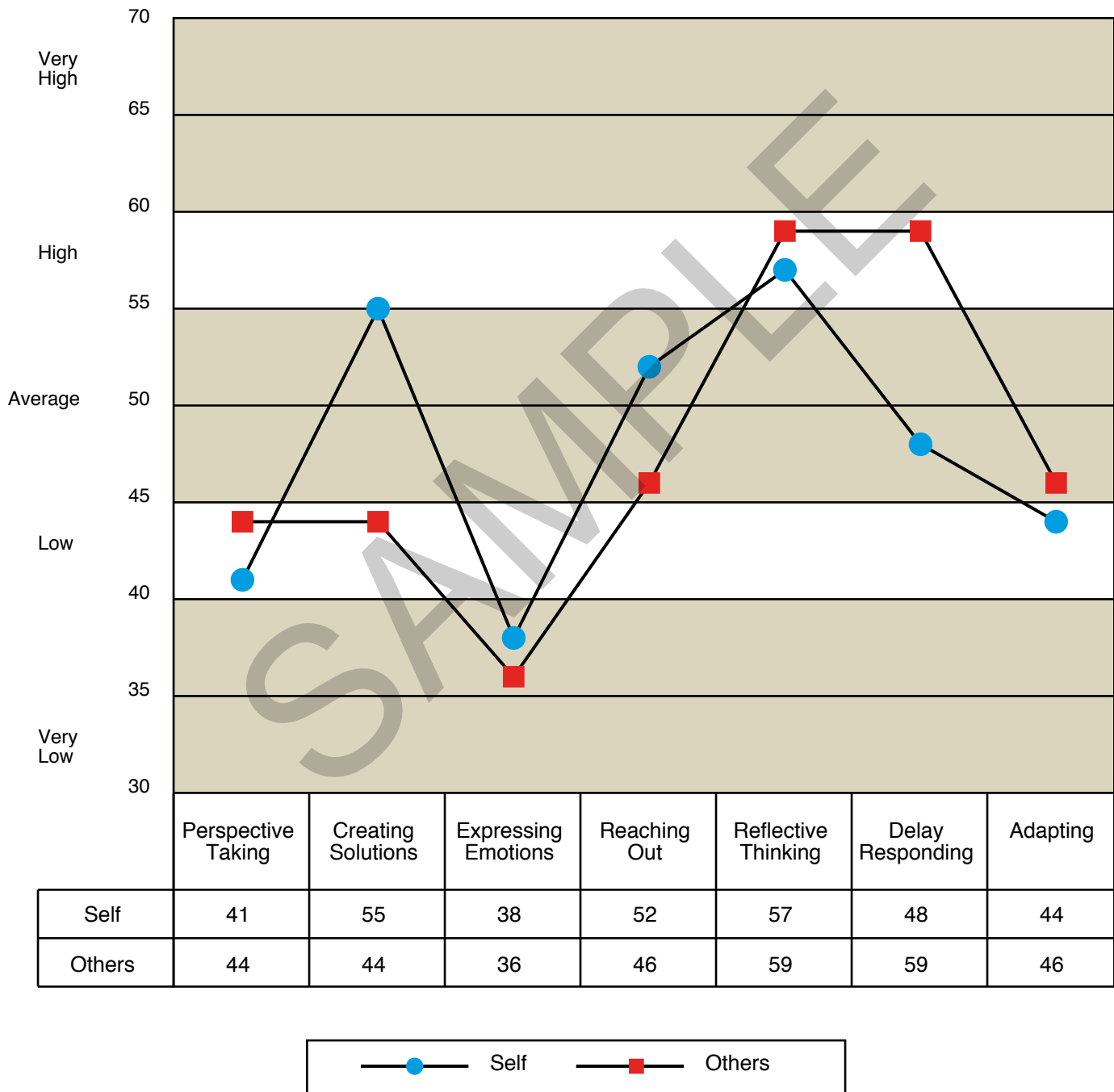




(Higher numbers are more desirable)

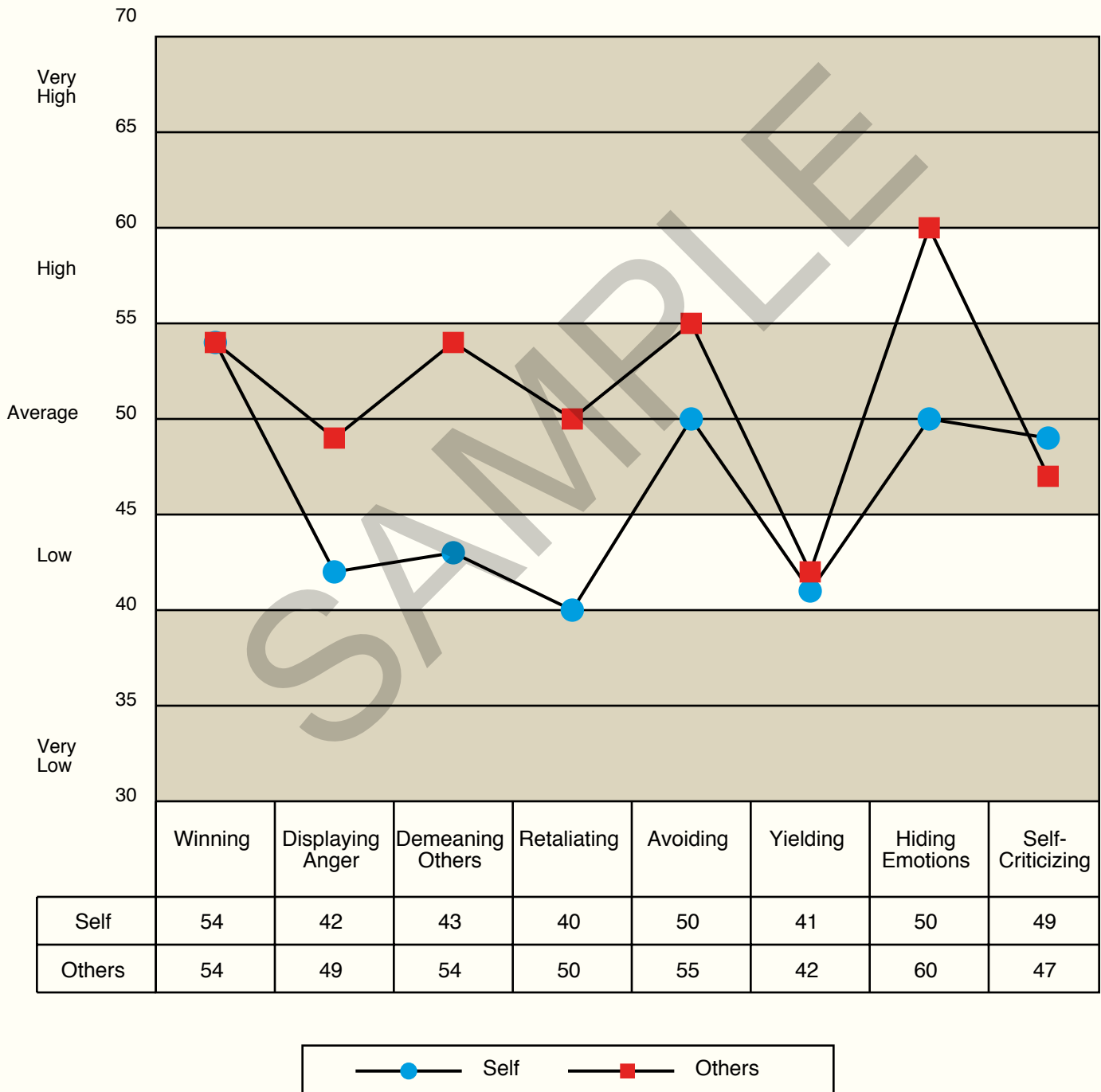




OAK
CONFLICT DYNAMICS

DESTRUCTIVE RESPONSES

(Lower numbers are more desirable)

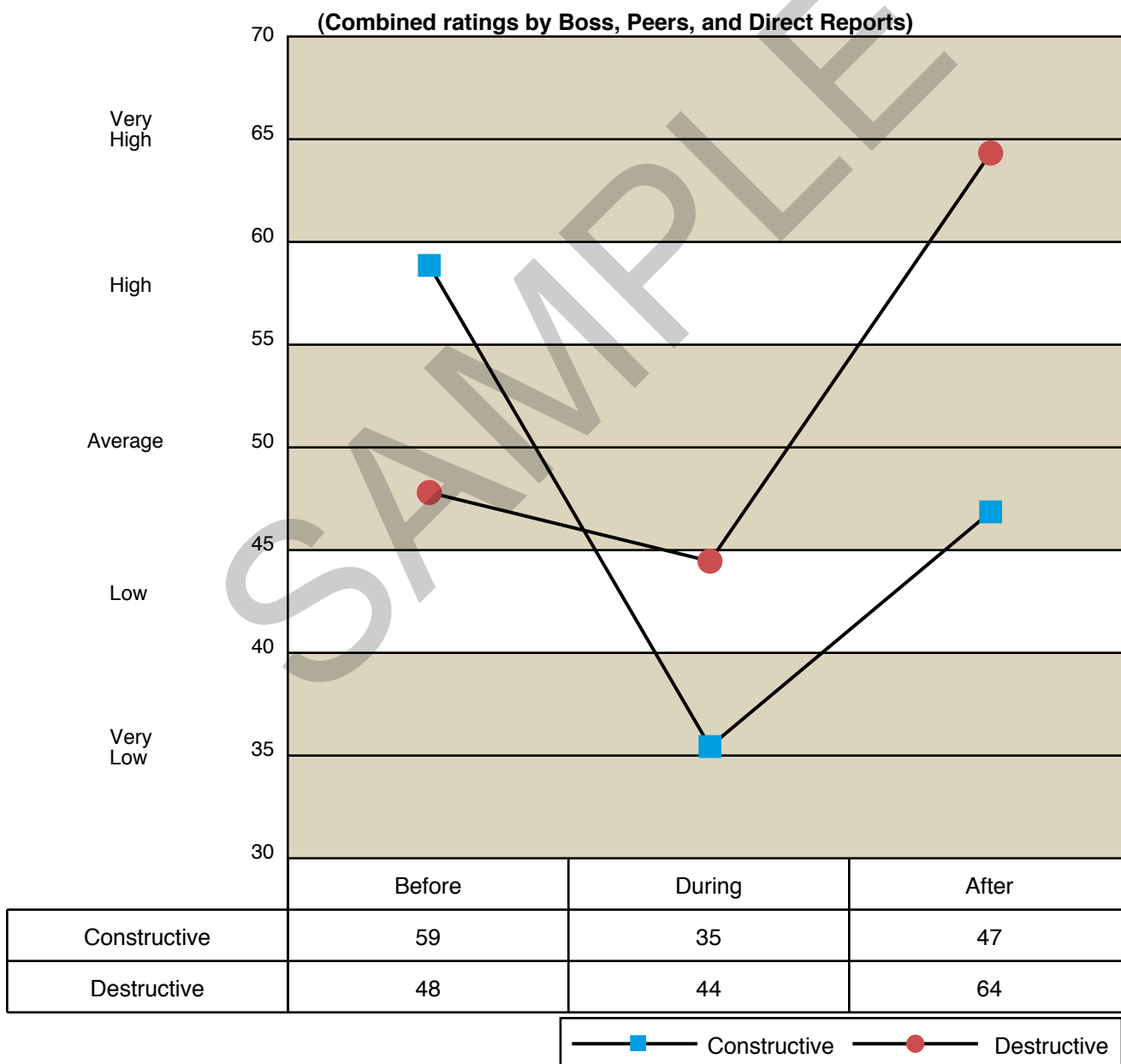




OAK
CONFLICT DYNAMICS

DYNAMIC CONFLICT SEQUENCE: COMBINED RATINGS

Behavior changes as conflict progresses. It can therefore be useful to gain insight into how you react throughout the entire conflict sequence. As a part of the Conflict Dynamics Profile, you and your co-workers rated your behavior at three points in time: as conflict is beginning, during the conflict, and after the conflict has ended. Both the graph below and the table on the following page describe your and others' impressions of your behavior, both constructive and destructive, at each of these three stages. The data on the graph represent the combined ratings of your boss, peers and direct reports and provide a description of the dynamics of your behavior as conflict unfolds.





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CONFLICT DYNAMICS

HOT BUTTONS

(Higher numbers indicate greater frustration or irritation in response to this kind of behavior.)

