**HOW DO YOU RESPOND TO CONFLICT? (adult version)**

The following exercises are designed to help you take a closer look at how you respond to classroom conflicts. There are no trick questions and no absolutely right or wrong answers. The purpose of the exercise is not to judge your behavior, but to make you more aware of it.

Read the statements below. If a statement describes a response you usually make to classroom/school conflict, write “3” in the appropriate answer blank below. If it is a response you occasionally make, write “2” in the appropriate blank. If you rarely or never make that response, write “1.”

### When there is a classroom/school conflict, I:

1. Tell the students to knock it off
2. Try to make everyone feel at ease
3. Help the students understand one another’s point of view
4. Separate the students and keep them away from each other
5. Let the principal handle it
6. Decide who started it
7. Try to find out what the real problem is
8. Try to work out a compromise
9. Turn it into a joke
10. Tell them to stop making such a fuss over nothing
11. Make one kid give in and apologize
12. Encourage the students to find alternative solutions
13. Help them decide what they can give on
14. Try to divert attention from the conflict
15. Let the students fight it out, as long as no one gets hurt
16. Threaten to send the students to the principal
17. Present the students some alternatives from which to choose
18. Help everyone feel comfortable
19. Get everyone busy doing something else
20. Tell the students to settle it on their own time, after school

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**Totals**

Now add the numbers in each column. Each column reflects a particular approach and attitude toward conflict. In which column did you score highest? Find the appropriate number below and see if the description corresponds to your perception of your attitudes toward conflict.

I. The no-nonsense approach. I don’t give in. I try to be fair and honest with the students, but they need firm guidance in learning what’s acceptable behavior and what isn’t.  
   Competitive/Aggressive

II. The problem-solving approach. If there’s a conflict, there’s a problem. Instead of battling the students, I try to set up a situation in which we can all solve the problem together. This produces creative ideas and stronger solutions.  
   Collaborative

III. The compromising approach. I listen to the students and help them listen to each other. Then I help them give a little. We can’t all have everything we want. Half a loaf is better than none.  
   Compromising

IV. The smoothing approach. I like things to stay calm and peaceful whenever possible. Most conflicts are relatively unimportant, so I just direct their attention to other things.  
   Accommodating

V. The ignoring approach. I point out the limits and let the students work things out for themselves. It’s good for them, and they need to learn the consequences of their behavior. There’s not a whole lot you can do about conflict situations anyway.  
   Avoiding/Ignoring