**District 6650 Conflict Management Strategies**

**Owl****Collaborating**

**I win, you win**

*Symbol:* Owl

*Fundamental premise*: Teamwork and cooperation help everyone achieve their goals while also maintaining relationships

*Strategic philosophy*: The process of working through differences will lead to creative solutions that will satisfy both parties' concerns

*When to use*:

* When there is a high level of trust
* When you don't want to have full responsibility
* When you want others to also have "ownership" of solutions
* When the people involved are willing to change their thinking as more information is found and new options are suggested
* When you need to work through animosity and hard feelings

*Drawbacks*:

* The process takes lots of time and energy
* Some may take advantage of other people's trust and openness

**Fox****Compromising**

**You bend, I bend**

*Symbol:* Fox

*Fundamental premise*: Winning something while losing a little is OK

*Strategic philosophy*: Both ends are placed against the middle in an attempt to serve the *"common good"* while ensuring each person can maintain something of their original position

*When to use*:

* When people of equal status are equally committed to goals
* When time can be saved by reaching intermediate settlements on individual parts of complex issues
* When goals are moderately important

*Drawbacks*:

* Important values and long-term objectives can be derailed in the process
* May not work if initial demands are too great
* Can spawn cynicism, especially if there's no commitment to honor the compromise solutions

**Teddy Bear****Accommodating**

**I lose, you win**

*Symbol:* Teddy Bear

*Fundamental premise*: Working toward a common purpose is more important than any of the peripheral concerns; the trauma of confronting differences may damage fragile relationships

*Strategic philosophy*: Appease others by downplaying conflict, thus protecting the relationship

*When to use*:

* When an issue is not as important to you as it is to the other person
* When you realize you are wrong
* When you are willing to let others learn by mistake
* When you know you cannot win
* When it is not the right time and you would prefer to simply build credit for the future
* When harmony is extremely important
* When what the parties have in common is a good deal more important than their differences

*Drawbacks*:

* One's own ideas don't get attention
* Credibility and influence can be lost

**Shark****Competing**

**I win, you lose**

*Symbol:* Shark

*Fundamental premise*: Associates *"winning"* a conflict with competition

*Strategic philosophy*: When goals are extremely important, one must sometimes use power to win

*When to use*:

* When you know you are right
* When time is short and a quick decision is needed
* When a strong personality is trying to steamroller you and you don't want to be taken advantage of
* When you need to stand up for your rights

*Drawbacks*:

* Can escalate conflict
* Losers may retaliate

**Turtle****Avoiding**

**No winners, no losers**

*Symbol:* Turtle

*Fundamental premise*: This isn't the right time or place to address this issue

*Strategic philosophy*: Avoids conflict by withdrawing, sidestepping, or postponing

*When to use*:

* When the conflict is small and relationships are at stake
* When you're counting to ten to cool off
* When more important issues are pressing and you feel you don't have time to deal with this particular one
* When you have no power and you see no chance of getting your concerns met
* When you are too emotionally involved and others around you can solve the conflict more successfully
* When more information is needed

*Drawbacks*:

* Important decisions may be made by default
* Postponing may make matters worse

(Sourced from Southern Nazarine University webpage)