

ACCOUNTABILITY IN PHI SIGMA KAPPA

CONFRONTATION STYLE ASSESSMENT

1. When I confront someone, my main goal is to...
 - a. Prove that I'm right.
 - b. Apologize so they're not mad at me.
 - c. Find a win-win solution for both of us.
 - d. I usually don't confront others.

2. I see confrontation as...
 - a. A challenge I want to overcome.
 - b. A way to build relationships.
 - c. An opportunity for growth and compromise.
 - d. Something that doesn't interest me.

3. I confront someone when...
 - a. I feel as though something needs to be corrected.
 - b. I made someone else upset.
 - c. My friends and/or I have a problem with someone.
 - d. The situation is really dire.

4. I confront someone when...
 - a. The issue is important, and I'm not super close to the person with who I'm having the issue with, so it doesn't matter if feelings get hurt.
 - b. The relationship with that person is very important, but the issue isn't. I just want to make sure that me and the other person are "good."
 - c. The issue and relationship are very important to me; therefore, I feel the confrontation is worth my time and energy.
 - d. I don't find a lot of instances where I feel like I need to confront. The issue or relationship isn't usually very important in those instances.

5. Choose the following set of words that best describe how you handle conflict:
 - a. Assertive, argumentative, "standing up for my rights"
 - b. Self-sacrifice, generous, "yielding to another's point of view"
 - c. Cooperative, integrative, "finding a creative solution"
 - d. Passive, "sidestepping an issue," "waiting it out"

TOTAL A'S: _____

TOTAL B'S: _____

TOTAL C'S: _____

TOTAL D'S : _____