

What's Your Style?

Conflict is a normal part of life. We each have our own way of dealing with it which is influenced by our temperament, personality, environment, stage of life, etc. If we recognize our conflict management style we can understand the impact it has on the way we deal with conflict. If we are aware of the other styles of conflict management we can draw upon them to resolve the conflict if one of the other styles is more appropriate for the situation.

SEL COMPETENCIES

Self-Awareness, Social Awareness

SKILLS accurate self-perception, self-efficacy, perspective-taking

MATERIALS

- ✓ Discovering Projectable 3.4.1
- ✓ Connecting Projectable 3.4.2
- ✓ Reflecting Projectable 3.4.3
- ✓ Student Handout: Connecting
- ✓ Student Handout: Practicing
- ✓ Student Handout: Applying
- ✓ Family Connection Worksheet
- ✓ Conflict Management Styles Word Search

CLASSROOM CONFIGURATION

D whole class **C** individuals/whole class **P** small groups **A** individuals

OBJECTIVES

- ✓ Identify their most preferred conflict management style;
- ✓ recognize the value of using alternative conflict management styles depending on the situation.

SKILLS Progression

LAST YEAR, students learned how restorative conversations in a peace room can be used to repair harm and restore relationships.

THIS YEAR, will learn how their conflict management style impacts their relationships.

DISCOVERING

8 MINUTES

Lesson Link

ACTIVITY 1

SAY: *We've focused much of our time in Lions Quest working on relationship building and dealing with various kinds of conflict. Conflict is a normal part of life, and today's lesson will take a closer look at how our personal style in handling conflict can improve our relationships.*

Display **Discovering Projectable 3.4.1**.

ASK: *For example; as you graduate and either go to college or move into the job market you may soon end up living on your own, and that often involves living with a roommate. Let's say you're living with three roommates and one of them is constantly bringing over their boy/girlfriend. They're boy/girlfriend eats all of the food in the apartment and never asks permission or replaces the food. Everyone else is getting pretty upset but doesn't want to cause a conflict. How do you handle the situation?*



The students can either raise their hand, or get up and join a group of those who responded identically, as they answer the following questions. Let them know there are no right/wrong or good/bad answers.

- Who would try to get everyone to agree on a win-win solution?
- Who would try to avoid the whole issue and let someone else handle it?
- Who would tell their roommate bluntly that their boy/girlfriend should stop eating other's food? Period/end of discussion!
- Who would try to smooth over the conflict so that everyone got along?
- Who would try to compromise and reach a middle ground so that both sides give up something?

Tell students that they may have identified which conflict style they use when they deal with conflict, which is the focus of today's lesson.

CONNECTING

15 MINUTES

ACTIVITY 2

Identify your conflict management style

Distribute **Student Handout: Connecting** and explain that you'd like them to complete the short quiz to find out more about their individual conflict management style. Tell the class that this is not a formal scientific analysis,

just an informal look at how they handle conflict. Allow five minutes for the class to complete the quiz.

After the students have added the total points, use the following questions to discuss the quiz.

- What is your preferred conflict management style? (Ask for a show of hands for each type).
- What is your least preferred conflict management style?
- Do you agree with the results of the assessment?
- Were there any surprises?

Display **Connecting Projectable 3.4.2**. Review the Projectable and discuss the different styles of dealing with conflict in more detail, including the pros and cons of each style.



KEEP IN MIND
One style of handling conflict is not better than another; each has its pros and cons and can be useful depending on the situation.

P PRACTICING 20 MINUTES

ACTIVITY 3

Using a creative grouping strategy divide the class into groups of 3-4.

ASK: *Would you ever change your conflict style depending on the situation? What would it take for you to change your conflict management style?*

Distribute **Student Handout: Practicing**. Review the instructions and monitor the students as they complete the handout. When finished use the following questions as you review each of the scenarios. (You may assign each group only one or two scenarios to save time.)

- For each of the scenarios what do you think would be the best conflict style to use?
- Does that match your conflict style?
- What outcome would result if some of the other styles were used?
- Which scenario would be the hardest/most uncomfortable for you to deal with? Why?

Reflecting

Display **Reflecting Projectable 3.4.3**. Students use their class notebooks to reflect individually and as a class on what they learned in this lesson.

What?	What conflict style do you use most often?
So What?	How is this conflict style working for you? What would it take for you to change your conflict style?
Now What?	How would using a new style affect your relationships?

Community Connection

Ask students to write a short paragraph analyzing the conflict management style of the leaders in their community: mayor, city council, school board members, and neighborhood/community leaders. They should cite examples to support their conclusions. Is one style more prevalent or effective in community leadership?

Family Connection

Send home the Family Connection Worksheet and have students and family members discuss the impact that each family member's conflict management style has on the family dynamic.

Applying Across the Curriculum

ART Have students create posters that identify and illustrate the characteristics of the different styles of conflict management.

SOCIAL STUDIES/LANGUAGE

ARTS Watch the movie *Twelve Angry Men* and have students discuss the conflict management styles of each member of the jury. Does the movie send the message that certain styles are better than others?

Connecting Resource: Student Handout

Name: _____

3.4 CONNECTING

Conflict Management Styles

CIRCLE ONE response that best describes you. Be honest, there are no right or wrong answers!

	Always	Sometimes	Other	Never
1. I discuss issues with others to try to find solutions that meet everyone's needs.	1	2	3	4
2. I try to negotiate and use a give-and-take approach to problem situations.	1	2	3	4
3. I try to meet the expectations of others.	1	2	3	4
4. I would argue my case and insist on the advantages of my point of view.	1	2	3	4
5. When there is a disagreement, I gather as much information as I can and keep the lines of communication open.	1	2	3	4
6. When I find myself in an argument, I usually say very little and try to leave as soon as possible.	1	2	3	4
7. I try to see conflicts from both sides. What do I need? What does the other person need? What are the issues involved?	1	2	3	4
8. I prefer to compromise, other winning problems and just move on.	1	2	3	4
9. I find conflicts exhilarating; I enjoy the battle of wits that usually follows.	1	2	3	4
10. Being in a disagreement with other people makes me feel uncomfortable and anxious.	1	2	3	4
11. I try to meet the wishes of my friends and family.	1	2	3	4
12. I can figure out what needs to be done and I can usually get it done.	1	2	3	4
13. In most conflicts, I usually end up getting my way.	1	2	3	4
14. I may not get what I want but it's a small price to pay for keeping the peace.	1	2	3	4
15. I avoid hard feelings by keeping my disagreements with others to myself.	1	2	3	4

To find your most preferred style, total the points for each style. The style with the highest score indicates your most commonly used strategy. The one with the lowest score indicates your least preferred strategy.

Style	Corresponding Statements	Total
Collaborating	questions 1, 5, 7	_____
Competing	questions 4, 6, 12	_____
Avoiding	questions 6, 10, 15	_____
Accommodating	questions 2, 3, 14	_____
Compromising	questions 2, 8, 13	_____

Practicing Resource: Student Handout

Name: _____

4 **PRACTICING**

Which Style Works Best?
Review each scenario and discuss which conflict management style would work best. Develop a short role play that you can present to the class that demonstrates the effectiveness of the style you chose. Be prepared to give reasons to support your choice. If your group can't agree be ready to replay both choices.

Scenario A
You and your best friend (and roommate) have a cleaning agreement set up. You alternate cleaning the bedroom. But your best friend has been going out a lot and often skips his/her turn. What do you do?

Scenario B
You are working on a group project for your American Government class. Your team members have not been very active in group discussions. You've told them that the project won't be done on time unless you get some more help but no one does anything. What do you do?

Scenario C
You went out with your friends on Saturday night and things got out of control. You were not in condition to drive so even with help, had your friends left you there anyway. At 2 AM you were finally able to stagger home. What do you do?

Scenario D
You and your friend work at the same business. Your friend tends to wait until the last minute to get his/her work done. You work more steadily and keep on top of your work daily. Lately you feel you have to worry about your friend's work more than your own. Because you rely on each other for certain tasks, you are uncomfortable waiting until an hour or so before a deadline when you are then forced to collaborate. What do you do?

Scenario E
You and your cousin are the same age, grew up near each other, and are best friends. You see each other at family gatherings and hang out together whenever you can. But lately you've seen things on your cousin's social media pages and heard them express political views that you totally disagree with. It surprises you that your own feelings about what you thought you knew so well. How the way they do. You are planning on becoming roommates after high school. What do you do?

Applying Resource: Student Handout

Name: _____

4 **APPLYING**

My preferred conflict management style is:

The conflict management style I would like to work on is:

How can I practice this conflict management style?

A APPLYING 5 MINUTES

Then ask students to complete **Student Handout: Applying**. Invite them to share their work with the class.

ASSESSING

PRACTICING (INFORMAL FORMATIVE ASSESSMENT) Observe the students as they complete the Practicing Activity to assess how well they understand the different types of conflict management style.

APPLYING (FORMAL FORMATIVE ASSESSMENT) Review the Student Handout: Applying to assess how well students understand the lesson objectives.

BUILDING SKILLS BEYOND THE LESSON

Predict It!

REINFORCEMENT

PRACTICING Have students use one of the scenarios from the Practicing Activity to predict how the conflict would have been resolved using their preferred style as well as their least preferred conflict style of conflict management. It may be written or oral.

Word Search!

PRACTICING Have students complete the Conflict Management Style Word Search found on the Digital Resources.

Identify It!

ENRICHMENT

APPLYING Have students write a short description of what they believe is the preferred conflict management style of their closest friends. How do their styles positively and negatively impact their friendship?

What Works Best!

APPLYING Have students write an explanation that supports which conflict management style they feel works best for the following professions/jobs: law enforcement, lawyer, nurse, teacher, retail worker, sales, principal, waiter, etc.