# 5 effective styles of conflict management

## Accommodating

The accommodating style is used when the intention is to maintain peace and the issue is given lesser importance.

## Avoiding

This style is recommended if the issue is trivial, or when you don't have the time for resolution, or feel that the chances of winning are low.

## Compromising

It is useful whenever there is a need for rapid resolution. Though it aims to achieve a win-win solution, it might leave some parties dissatisfied.

### Collaborating

This method is resorted to when there is no urgency for resolving the conflict.

## Competing

This style is highly assertive and involves less cooperation. Usually, it is used when unpopular decisions have to be implemented.

# **Managing Conflict Training Manual**

**DP Hallahan** 

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