

## FIVE CONFLICT STYLES

Norm Wright, *Pillars of Marriage*, (Baker Book House, 1980) pp. 145-156)

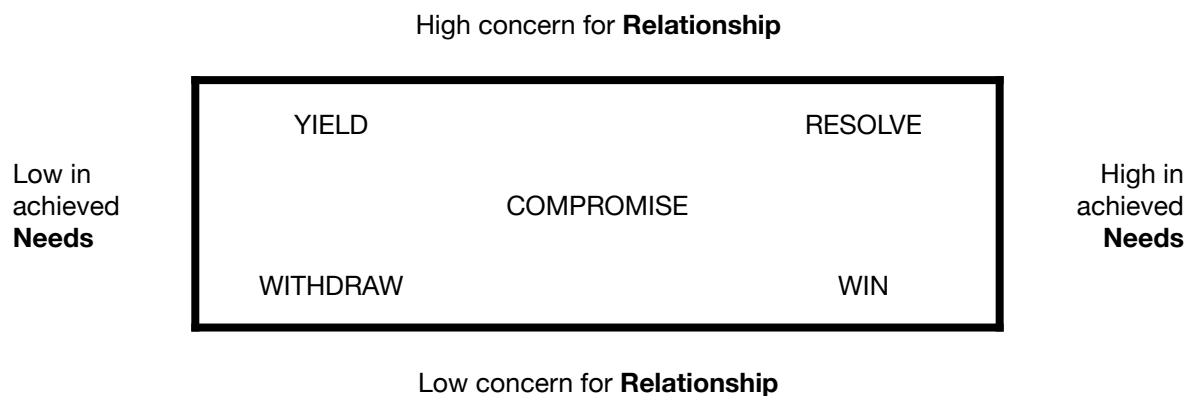
**WITHDRAW**: Sees conflict as a hopeless inevitability, so doesn't bother to try. Withdraws physically or psychologically.

**WIN**: Self concept is threatened or must look after own interests. If you have a position of authority and it becomes threatened, winning is counterattack. "No matter the cost, winning is the goal." Strategies: attack self-esteem or pride store up grudges cash in old emotions and hurt stockpiling for revenge Questions: Is winning necessary to build or maintain your self-esteem? Is winning necessary because you confuse wants with needs?

**YIELD**: Yield to protect self; does not want to risk confrontation. Give in to get along. Consistent yielding may create "martyrdom" feelings or guilt for the partner. Some may even need to lose because they gain be defeat as others gain by winning.

**COMPROMISE**: Give a little to get a little. Concessions on both sides; called "horse trading."

**RESOLVE**: A situation, attitude or behavior is changed by open and direct communication. The couple is willing to spend sufficient time working on the difference so that even though some of their original wants and ideas have changed, they are very satisfied with the solution they arrived at.



*How does each conflict resolution style meet needs and affect the relationship? (See the diagram.)*

**Withdrawal** causes the relationship to suffer and needs are not met. This is the least helpful way of handling conflict.

**Winning** gets the need met, but at the same time sacrifices the relationship.

**Yielding** appears to build the relationship, but the personal goals are sacrificed and the needs are not met.

**Compromising** is an attempt to work out the relationship and the achievement of some needs. but bargaining may mean the compromising of some values.

**Resolving** is the ideal method of dealing with conflict. The relationship is strengthened and the needs are met on both sides. It takes longer and involves listening and acceptance.