

5

KEY CONFLICT MANAGEMENT STRATEGIES

1. AVOIDANCE

What It Is: Avoiding the conflict, hoping it resolves on its own.

- Best for minor issues or cooling off.
- Not for recurring or serious problems.

Example: A designer dislikes a minor color choice but stays quiet to avoid conflict.



2. ACCOMMODATION

What It Is: Prioritizing relationships over winning the argument.

- Best when relationships matter more than the issue.
- Not for important matters or unfair situations.

Example: A junior employee accepts their manager's outdated idea but plans to show data for a better approach later.



3. COMPETITION

What It Is: Asserting your position forcefully, even if others disagree.

- Best for emergencies or defending critical principles.
- Not for teamwork-heavy situations.

Example: A cybersecurity expert insists on shutting down a system to prevent a major breach.



4. COMPROMISE

What It Is: Both sides make concessions to reach a middle ground.

- Best for quick resolutions where both sides give a little.
- Not for high-stakes situations.

Example: Two marketing teams split a budget between digital and traditional advertising.



5. COLLABORATION

What It Is: Working together to find a mutually beneficial resolution.

- Best for important, long-term solutions.
- Not ideal if time is limited or one side refuses to cooperate.

Example: Two developers merge their UI ideas by combining minimalism with customization features.



Using Conflict In Organizations

M Mosston



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