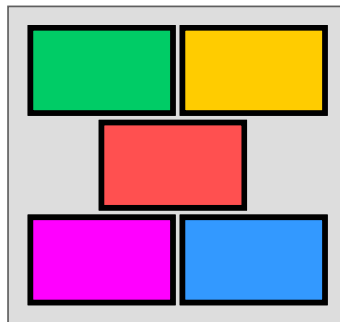




Alpha Training UK Limited - Test Processing Centre, Dubai

Name		Associate	
Gender	<input type="checkbox"/> Male <input type="checkbox"/> Female	Client	
Tel		Group	
Date		Test	PAS2-TKI

## Conflict Resolution TKI Conflict Mode Questionnaire



Name		Associate	
Gender	<input type="checkbox"/> Male <input type="checkbox"/> Female	Client	
Tel		Group	
Date		Test	PAS2-TKI

## TKI Conflict Mode Questionnaire

### INSTRUCTIONS

Consider situations in which you find your wishes differing from those of another person. How do you usually respond to such situations?

On the following table are several pairs of statements describing possible behavioural responses. For each pair, select the "A" or "B" statement which is most characteristic of your own behaviour. In many cases, neither the "A" nor the "B" statement may be very typical of your behaviour; but please select the response which you would be more likely to use.

	A	Statement A	B	Statement B
1	<input type="checkbox"/>	A. There are times when I let others take responsibility for solving the problem.	<input type="checkbox"/>	B. Rather than negotiate the things on which we disagree, I try to stress those things upon which we both agree.
2	<input type="checkbox"/>	A. I try to find a compromise solution.	<input type="checkbox"/>	B. I attempt to deal with all of his/her and my concerns.
3	<input type="checkbox"/>	A. I am usually firm in pursuing my goals.	<input type="checkbox"/>	B. I might try to soothe the other's feelings and preserve our relationship.
4	<input type="checkbox"/>	A. I try to find a compromise solution.	<input type="checkbox"/>	B. I sometimes sacrifice my own wishes for the wishes of the other person.
5	<input type="checkbox"/>	A. I consistently seek the other's help in working out a solution.	<input type="checkbox"/>	B. I try to do what is necessary to avoid useless tensions.
6	<input type="checkbox"/>	A. I try to avoid creating unpleasantness for myself.	<input type="checkbox"/>	B. I try to win my position.
7	<input type="checkbox"/>	A. I try to postpone the issue until I have had some time to think it over.	<input type="checkbox"/>	B. I give up some points in exchange for others.
8	<input type="checkbox"/>	A. I am usually firm in pursuing my goals.	<input type="checkbox"/>	B. I attempt to get all concerns and issues immediately out in the open.
9	<input type="checkbox"/>	A. I feel that differences are not always worth worrying about.	<input type="checkbox"/>	B. I make some effort to get my way.
10	<input type="checkbox"/>	A. I am firm in pursuing my goals.	<input type="checkbox"/>	B. I try to find a compromise solution.
11	<input type="checkbox"/>	A. I attempt to get all concerns and issues immediately out in the open.	<input type="checkbox"/>	B. I might try to soothe the other's feelings and preserve our relationship.
12	<input type="checkbox"/>	A. I sometimes avoid taking positions which would create controversy.	<input type="checkbox"/>	B. I will let the other person have some of his/her positions if he/she lets me have some of mine.
13	<input type="checkbox"/>	A. I propose a middle ground.	<input type="checkbox"/>	B. I press to get my points made.



## Alpha Training UK Limited - Test Processing Centre

<b>Name</b>		<b>Associate</b>	
<b>Gender</b>	<input type="checkbox"/> Male <input type="checkbox"/> Female	<b>Client</b>	
<b>Tel</b>		<b>Group</b>	
<b>Date</b>		<b>Test</b>	PAS2-TKI

14	<input type="checkbox"/>	A. I tell the other person my ideas and ask for his/hers.	<input type="checkbox"/>	B. I try to show the other person the logic and benefits of my position.
15	<input type="checkbox"/>	A. I might try to soothe the other's feelings and preserve our relationship.	<input type="checkbox"/>	B. I try to do what is necessary to avoid tensions.
16	<input type="checkbox"/>	A. I try not to hurt the other's feelings.	<input type="checkbox"/>	B. I try to convince the other person of the merits of my position.
17	<input type="checkbox"/>	A. I am usually firm in pursuing my goals.	<input type="checkbox"/>	B. I try to do what is necessary to avoid useless tensions.
18	<input type="checkbox"/>	A. If it makes other people happy, I might let them maintain their views.	<input type="checkbox"/>	B. I will let other people have some of their positions if they let me have some of mine.
19	<input type="checkbox"/>	A. I attempt to get all concerns and issues immediately out in the open.	<input type="checkbox"/>	B. I try to postpone the issue until I have had some time to think it over.
20	<input type="checkbox"/>	A. I attempt to immediately work through our differences.	<input type="checkbox"/>	B. I try to find a fair combination of gains and losses for both of us.
21	<input type="checkbox"/>	A. In approaching negotiations, I try to be considerate of the other person's wishes.	<input type="checkbox"/>	B. I always lean toward a direct discussion of the problem.
22	<input type="checkbox"/>	A. I try to find a position that is intermediate between his/hers and mine.	<input type="checkbox"/>	B. I assert my wishes.
23	<input type="checkbox"/>	A. I am very often concerned with satisfying all our wishes.	<input type="checkbox"/>	B. There are times when I let others take responsibility for solving the problem.
24	<input type="checkbox"/>	A. If the other's position seems very important to him/her, I would try to meet his/her wishes.	<input type="checkbox"/>	B. I try to get the other person to settle for a compromise.
25	<input type="checkbox"/>	A. I try to show the other person the logic and benefits of my position.	<input type="checkbox"/>	B. In approaching negotiations, I try to be considerate of the other person's wishes.
26	<input type="checkbox"/>	A. I propose a middle ground.	<input type="checkbox"/>	B. I am nearly always concerned with satisfying all our wishes.
27	<input type="checkbox"/>	A. I sometimes avoid taking positions that would create controversy.	<input type="checkbox"/>	B. If it makes other people happy, I might let them maintain their views.
28	<input type="checkbox"/>	A. I am usually firm in pursuing my goals.	<input type="checkbox"/>	B. I usually seek the other's help in working out a solution.
29	<input type="checkbox"/>	A. I propose a middle ground.	<input type="checkbox"/>	B. I feel that differences are not always worth worrying about.
30	<input type="checkbox"/>	A. I try not to hurt the other's feelings.	<input type="checkbox"/>	B. I always share the problem with the other person so that we can work it out.

\*\*\*\*\*