



Assessing Your Conflict Management Style

The *Thomas-Kilmann Conflict Mode Instrument* (TKI) is designed to assess your behavior during the interpersonal "processes" you use in conflict situations. Conflict situations are situations in which the concerns of two people appear to be incompatible. The TKI describes your behavior along two dimensions:

- (1) **Assertiveness**, the extent to which you attempt to satisfy your own concerns, and
- (2) **Cooperativeness**, the extent to which you attempt to satisfy the other person's concerns.

(*Assessment not included, however, I encourage you to consider where you may fall within the quadrant independent of the instrument. Should you be interested in pursuing the official TKI, you may purchase via [CPP](#).)

