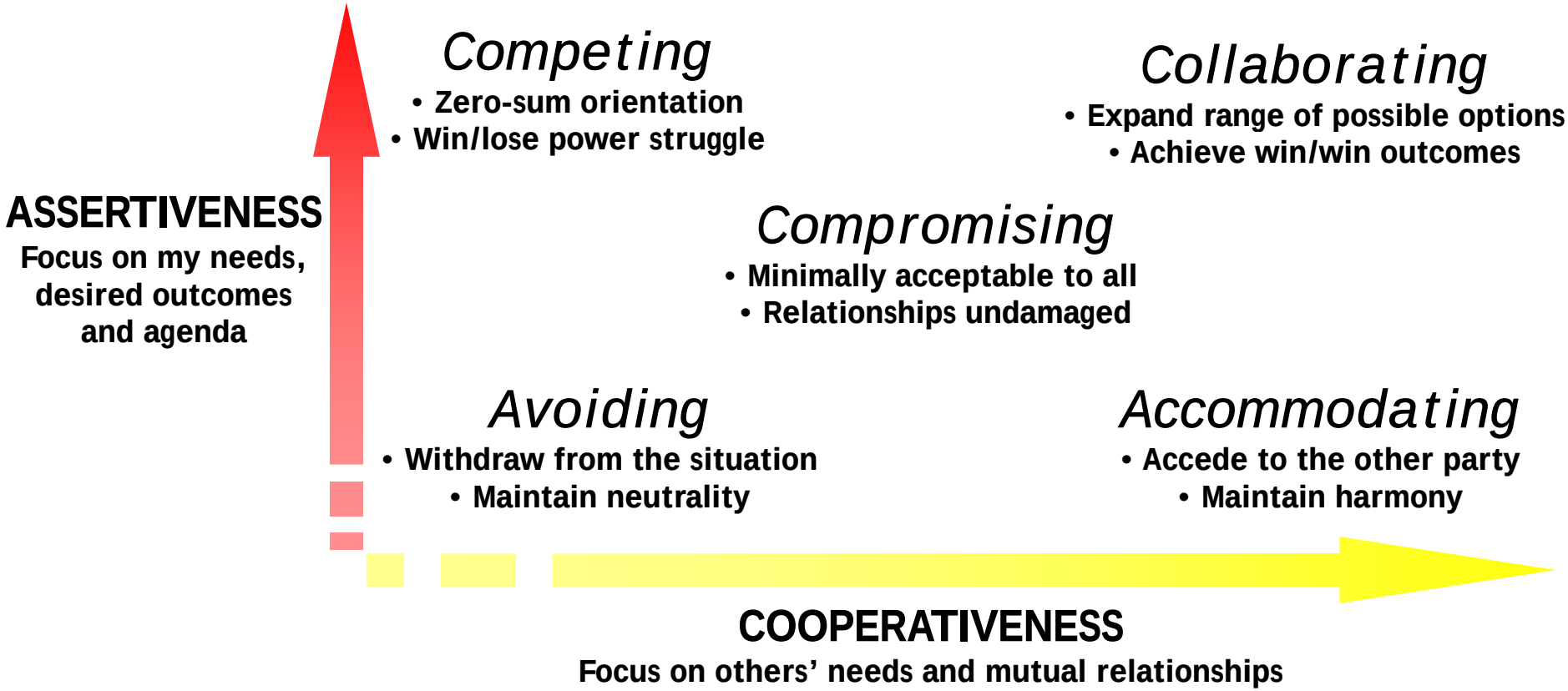
From Ed Batista: Thomas-Kilmann Conflict Modes

www.edbatista.com/2007/01/conflict_modes_.html



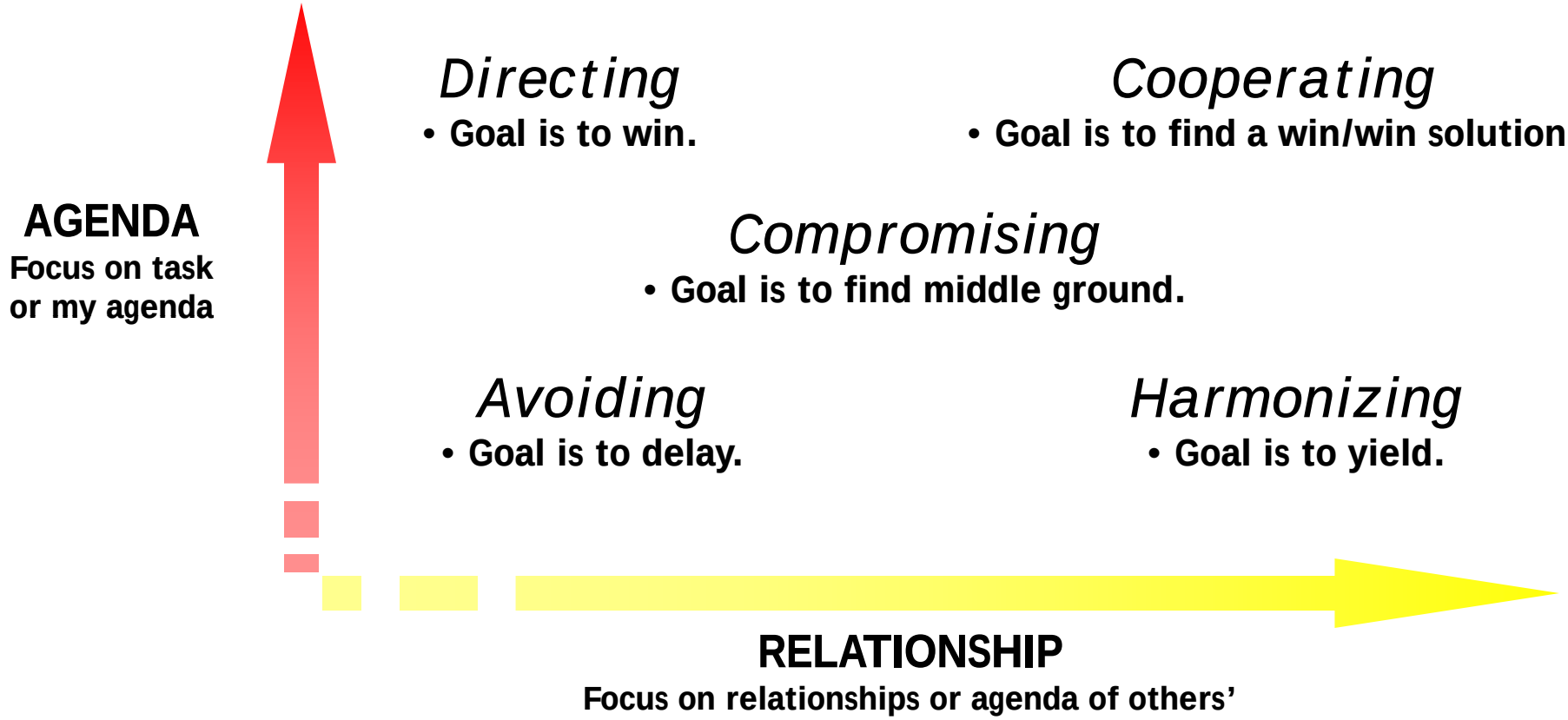
Most of us have a "natural" conflict resolution style that corresponds with one of the five modes shown above. But *all* of these modes can be used effectively in the right situation. It's important to develop our ability to choose the right mode and increase our level of comfort with alternative styles.

Kenneth Thomas & Ralph Kilmann, 1974. Described to me by Andrea Corney, www.acorn-od.com.

See www.kilmann.com/conflict.html or www.tinyurl.com/yunswu (Bonnie Burrell, 2001).

From Ed Batista: Kraybill Conflict Style Inventory

www.edbatista.com/2007/01/conflict_modes_.html

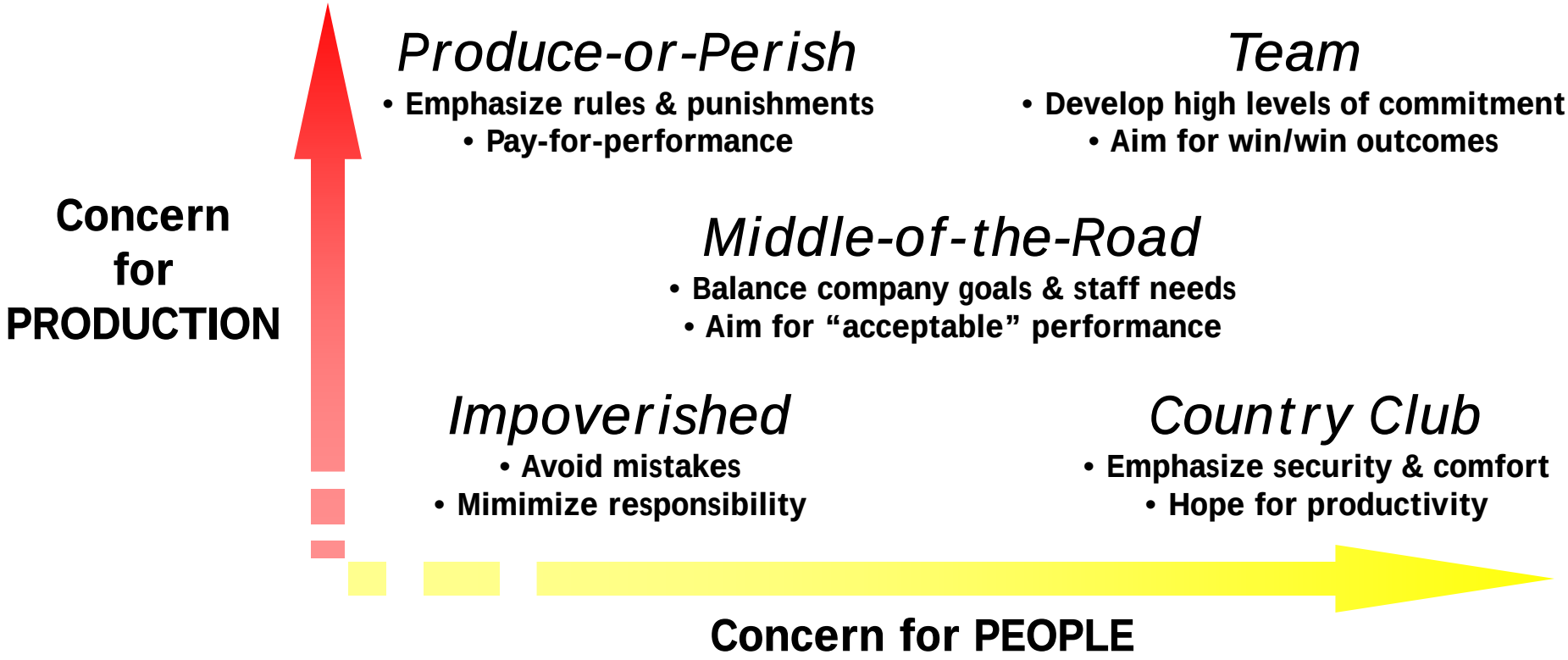


Ron Kraybill has developed an alternative to the Thomas-Kilmann model. Kraybill's version uses a Likert scale rather than forced-choice questions, and it provides answers for both "calm" and "storm" conditions, noting that our styles may change under stress. Kraybill also offers a version that distinguishes between "individualistic" and "collectivistic" cultures.

Copyright 2005, Ron Kraybill. See www.riverhouseepress.com/Conflict_Style_Inventory.htm.

From Ed Batista: Managerial Styles (Mouton-Blake Grid)

www.edbatista.com/2007/01/conflict_modes_.html



Both the Thomas-Kilmann model and Ron Kraybill's alternative are based on the Managerial Style Grid, developed in 1964 by Robert Blake and and Jane Mouton.

See www.gridinternational.com and www.en.wikipedia.org/wiki/Managerial_grid_model.