

Active vs. Passive Conflict Responses

ACTIVE

Compete

Advocates for their own interests and does not listen or yield to opposition

Accommodate

Accepts the interests of others as more important rather than engaging in conversation about their own interests

PASSIVE

ACTIVE

Collaborate

Contributes to understanding of all parties involved to create win-win solutions when possible

Avoid

Disengages from the conversation by refusing to discuss or acknowledge issues

PASSIVE