



WSQ-Discovery

Conflict Energies Supplemental

This Report Prepared for
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Interpretation Requirements
WSQ-Discovery Facilitator Certification

Matching

You put most energy into finding compromises

✘ When approaching conflicts, you first focus your energy on

Matching

You put a fair amount of energy into matching during conflict. You are likely focused on finding a 'middle ground' and reaching a solution in which all parties give a little and keep a little of their agendas. Matching energy is more compromising than driving energy. You are more likely to concede some of your perspective or needs than you are to demand to get your way. Matchers likely expect all parties to be partially satisfied and work to find expedient solutions. It is likely important to you to maintain interpersonal relationships and good will, while making some progress.

Uses:

When you want to achieve a temporary settlement of a complex issue
As a backup approach when driving or asserting fails
When goals are moderately important but not worth the effort or the potential disruption involved in using more assertive modes



Ignoring

You put the least of your energy into avoiding conflicts

⊘ When approaching conflicts, you focus the least energy on

Ignoring

You do not put energy into ignoring during conflict. Because of this, you are not someone who is likely to delay having difficult conversations, sidestep certain situations, and actively avoid the potential for conflict. You would prefer that conflicts or situations find some resolution. Given that you are not likely to utilize this approach in conflict, it may be that you are someone who would rather not 'walk away' from a situation. Putting more energy into this approach, when necessary and appropriate, may free you up to focus on more important matters.

Uses:

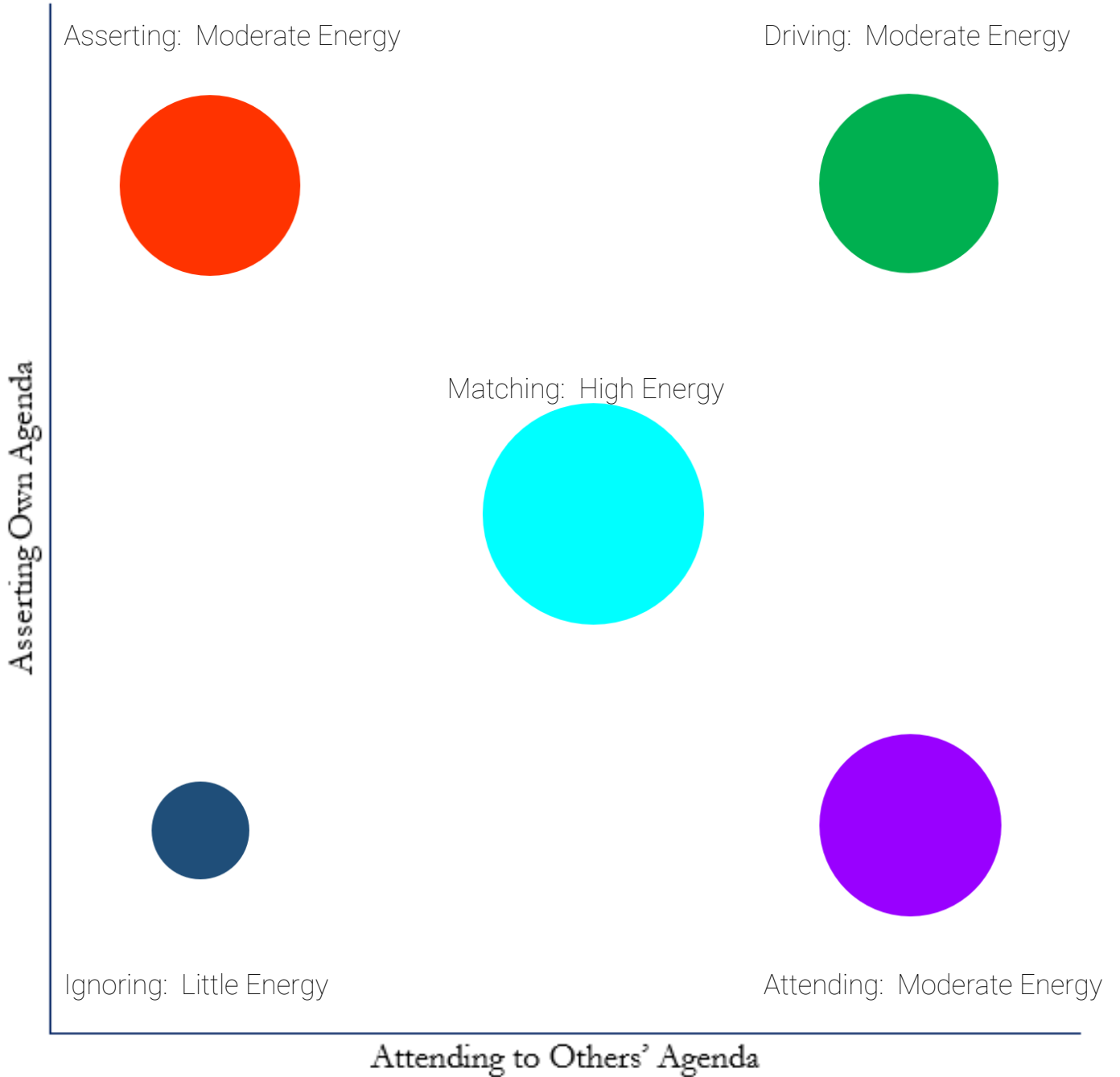
When an issue is unimportant, or more pressing matters demand your attention

When a situation may benefit from a 'cool down'

When others can resolve the issue more effectively



Your Conflict Energies



Asserting: 58 Driving: 65██████ Matching: 84████████████████████ Ignoring: 26 Attending: 45

