



WSQ-Discovery

Conflict Energies Supplemental

This Report Prepared for
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Interpretation Requirements
WSQ-Discovery Facilitator Certification

Asserting

You put most energy into stating your agenda

✘ When approaching conflicts, you first focus your energy on

Asserting

You put a significant amount of energy into asserting during conflict. You have a very strong sense of what you think needs to be accomplished and what the right decision is. You are highly focused on voicing your perspective and opinion and doing what it takes to advance your agenda. You are motivated to achieve and have a strong level of confidence in your perspective. An assertive approach to conflict entails standing up for your rights, beliefs, ideas, and agenda. You are comfortable approaching conflict as competition. In this approach, you do not pay much attention to others' agendas or concerns.

Uses:

When quick, decisive action is necessary

When necessary, yet unpopular decisions and actions are necessary

On vital issues where organizational welfare is at stake



Attending

You put the least of your energy into others' agendas

⊘ When approaching conflicts, you focus the least energy on

Attending

You do not put energy into attending during conflict. You do not seem to focus singularly on advancing the agenda of others. This approach is the opposite of asserting. Maintaining cooperativeness, sustaining relationships, and attending emotionally to others are key to an attending approach. It is likely that you are under-utilizing this approach. When appropriate and necessary, putting energy into attending during conflict will increase good will and show that there are issues you are willing to let go on.

Uses:

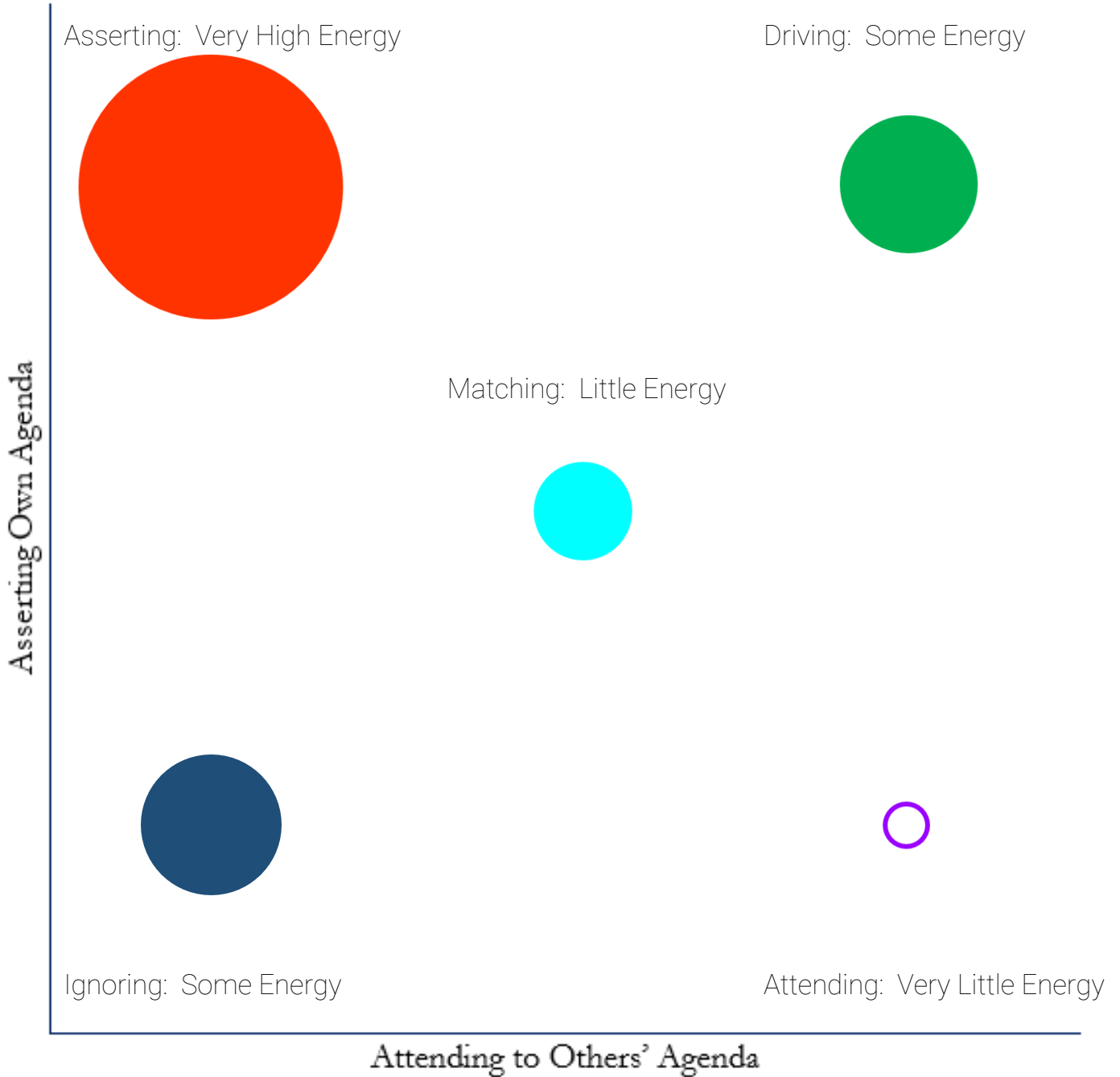
When you want to help your employees develop by allowing them to experiment and learn from their mistakes

When you realize that you are wrong: to allow a better solution to be considered, to learn from others, and to show that you are reasonable

When the issue is much more important to the other person than it is to you



Your Conflict Energies



Asserting: 95 Driving: 44██████ Matching: 16████████████████████ Ignoring: 40 Attending: 5

