

High

Importance of achieving goal

Competing

One party seeks to satisfy interest regardless of impact to other party

Collaborating

Both parties win

Compromise

Both parties win and give up something

Avoiding

One or both parties seek to suppress the conflict

Accommodating

One party yields the win to the other party

Importance of relationship

Low

High

Low

Managing Conflict With Direct Reports

Mark Roberge



Managing Conflict With Direct Reports:

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