

# CONFLICT STYLES

“I’m going to list some characteristics and goals on the board. (See chart on T-32) Let’s see if we can match characteristics and goals with each of the cartoon characters.” Randomly list on the board in two separate columns all of the characteristics and goals of each character. Have students assign the characteristics and goals to each character based on the stereotypical characteristics of each: ask, e.g., “What is a shark like?”

Give students a few minutes to complete the Conflict Styles student page (S-31). “Which characters did you match with the quotes?” Review quotes with students. (see chart)

Tell students the scenario for the first episode of the cartoon. “All of the characters are friends. They are hanging out, trying to decide what to do today. Sammy wants to go to the beach. Felicia wants to go to the movies. Shirley wants to go to the mall. Oliver wants everyone to go to his house and watch TV. Osborne wants to go inline skating.”

Ask for five volunteers, one to play each of the characters. Using their assigned skills, have them ad lib the situation and try to resolve the conflict. Limit the time to three minutes.

## DISCUSSION:

It can be difficult to resolve a conflict when people’s conflict styles prevent them from working together constructively. Was this conflict resolved? Why or why not?

Which characters pushed their suggestions the hardest?

How did the other characters feel about the shark’s behavior?

Which characters contributed little to the outcome?

Which was genuinely concerned with resolving the conflict to benefit everyone?

Let’s look at all of the characters to see the importance they placed on the issue of what to do today, and their relationship with the other characters. I will tell you what each of their styles is called.

Sammy was *competing*. He placed great emphasis on the issue, little on the relationship.

Felicia was *compromising*. She placed moderate emphasis on both.

Oliver was *avoiding*. He placed little emphasis on the issue or the relationship.

Shirley was *accommodating*. She placed great emphasis on the relationship, but little on the issue.

Osborne was *collaborating*. He placed great emphasis on the issue and the relationship.

## CLOSURE:

“You have a choice in the conflict style you use. That choice may depend on the issue and relationship involved in the conflict. Your goal is to be aware of these styles and use the one that’s most appropriate in a given situation. Whatever your style, your behaviors should always show respect for others.”

# CONFLICT STYLES

## CONGRATULATIONS !

You now are the newest employee of Cartoons, Inc. Your first assignment is a cartoon that features all of the characters pictured below. They are all involved in a conflict with each other.

Your job: Develop the personality of each character. How do these animals usually act? What might they say to each other? How will they handle the conflict?



**Sammy the Shark**



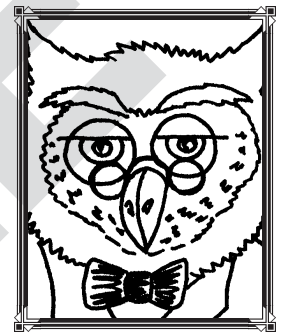
**Oliver the Ostrich**



**Felicia the Fox**



**Shirley the Sheep**



**Osborne the Owl**

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Now, take a look at the quotes in the box. Which of the characters would most likely say each one?

- |  |                                       |
|--|---------------------------------------|
| <b>A.</b> "Anything you want to do is okay with me." | <b>C.</b> "Meet me half way."         |
| <b>B.</b> "It's my way or no way."                   | <b>D.</b> "There's nothing I can do." |
|  | <b>E.</b> "We can make it work."      |

**Sammy the Shark** \_\_\_\_\_ **Oliver the Ostrich** \_\_\_\_\_ **Felicia the Fox** \_\_\_\_\_  
**Shirley the Sheep** \_\_\_\_\_ **Osborne the Owl** \_\_\_\_\_