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Thomas-Kilmann Conflict Modes - Self-Assessment Activity

Experiment 10 - Practical Notes

Name: _____ Roll no.: _____ Date: _____

Aim

To use an authorised TKI report and reflect on suitable conflict approaches.

Principle

The Thomas-Kilmann instrument describes preferences among five conflict modes along assertiveness and cooperativeness. A mode is an approach, not a fixed label or a universally best response.

Requirements

- The licensed institution-provided Thomas-Kilmann instrument/report and its authorised scoring instructions.
- The original reflection worksheet in these notes and a fictional conflict scenario.

Procedure

1. Obtain official material

Complete the authorised tool through the college's approved route. Its questionnaire items and proprietary scoring are not reproduced here.

2. Read report

Use the official report to understand the five mode descriptions and the limits of the result.

3. Identify context

Choose a fictional low-risk disagreement and identify urgency, relationship, stakes and available time.

4. Compare modes

Consider competing, collaborating, compromising, avoiding and accommodating as possible approaches.

5. Select approach

Explain why one or a sequence of modes fits the context. Distinguish a preference from the most appropriate behaviour in this situation.

6. Reflect

Record a behaviour to practise and one follow-up question. Do not invent a TKI score from this worksheet.

Mental Well-Being Stress and Conflict Management

Observations and Record

Mode	General emphasis	Context reflection
Competing	Assert own position	_____
Collaborating	Seek a solution addressing both concerns	_____
Compromising	Exchange concessions	_____
Avoiding	Delay or step away from the issue	_____
Accommodating	Give priority to the other concern	_____

Worked Example

The numbers below are illustrative; enter your own observations in the record.

- For an urgent safety concern, promptly raising the issue through the proper staff route may be appropriate. A timetable preference with enough discussion time may allow a collaborative solution. Context matters.

Result

Record completion, what you noticed and one practical next step. Personal reflections remain private unless you choose to share them; these classroom activities do not establish a diagnosis.

Precautions

- Participation and sharing of personal experiences are voluntary. Use a fictional example when preferred and keep others' information confidential.
- Stop or adapt an exercise that causes discomfort. Persistent or severe distress should be discussed with the appropriate qualified support service.
- Describe personal observations without claiming that one short exercise treats or cures a mental-health condition.
- Use the official licensed form for an instrument result. This original worksheet is a reflection activity and is not a replacement test.

Viva Questions and Answers

1. Is collaborating always possible immediately?

No. Time, safety and other constraints affect the choice.

2. Does a preferred mode define the person permanently?

No. Behaviour can be adapted to context.

3. Can these notes generate a valid TKI score?

No. That requires the authorised instrument and scoring process.

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