

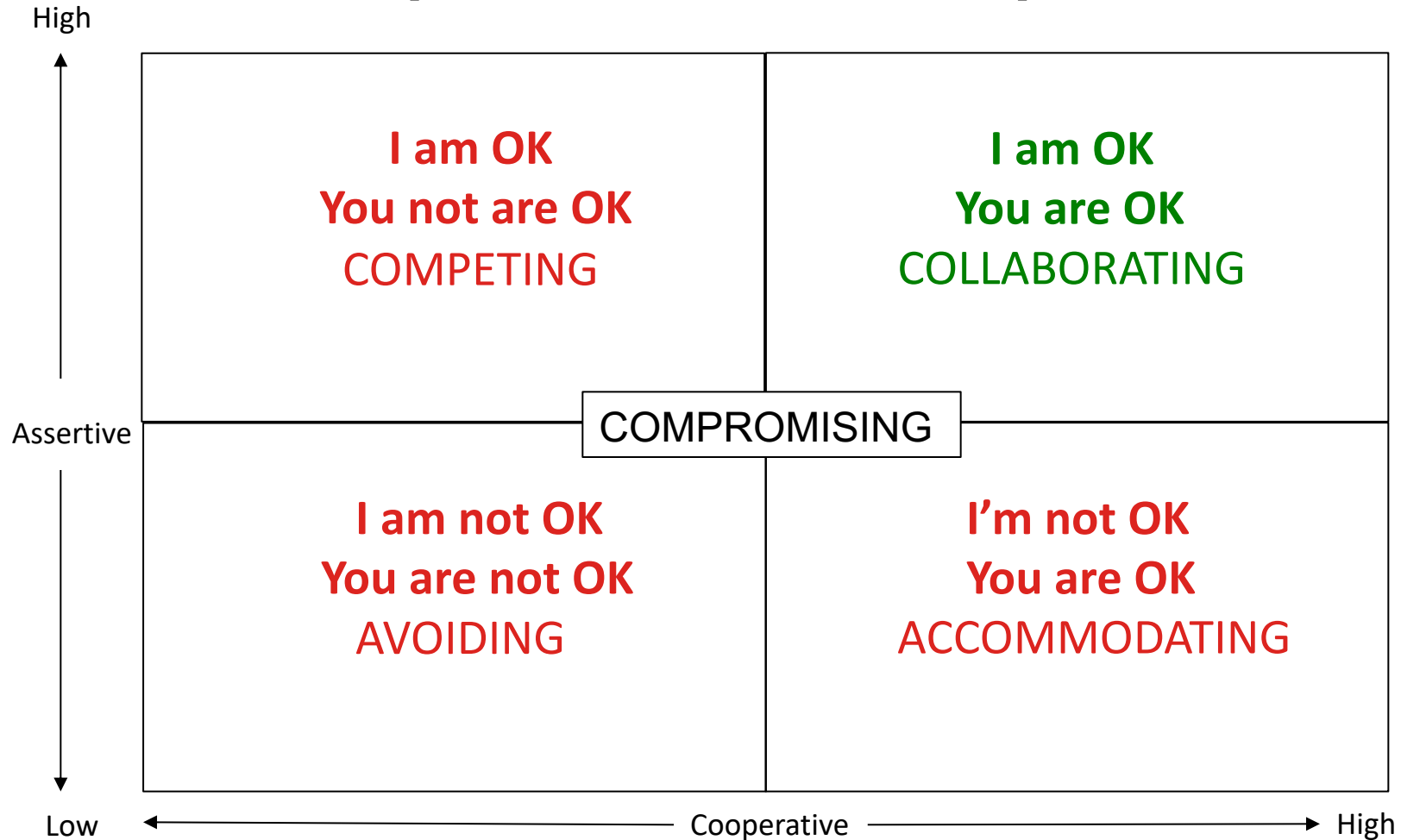
Life Positions

<p>I am OK You not are OK</p>	<p>I am OK You are OK</p>
<p>I am not OK You are not OK</p>	<p>I'm not OK You are OK</p>

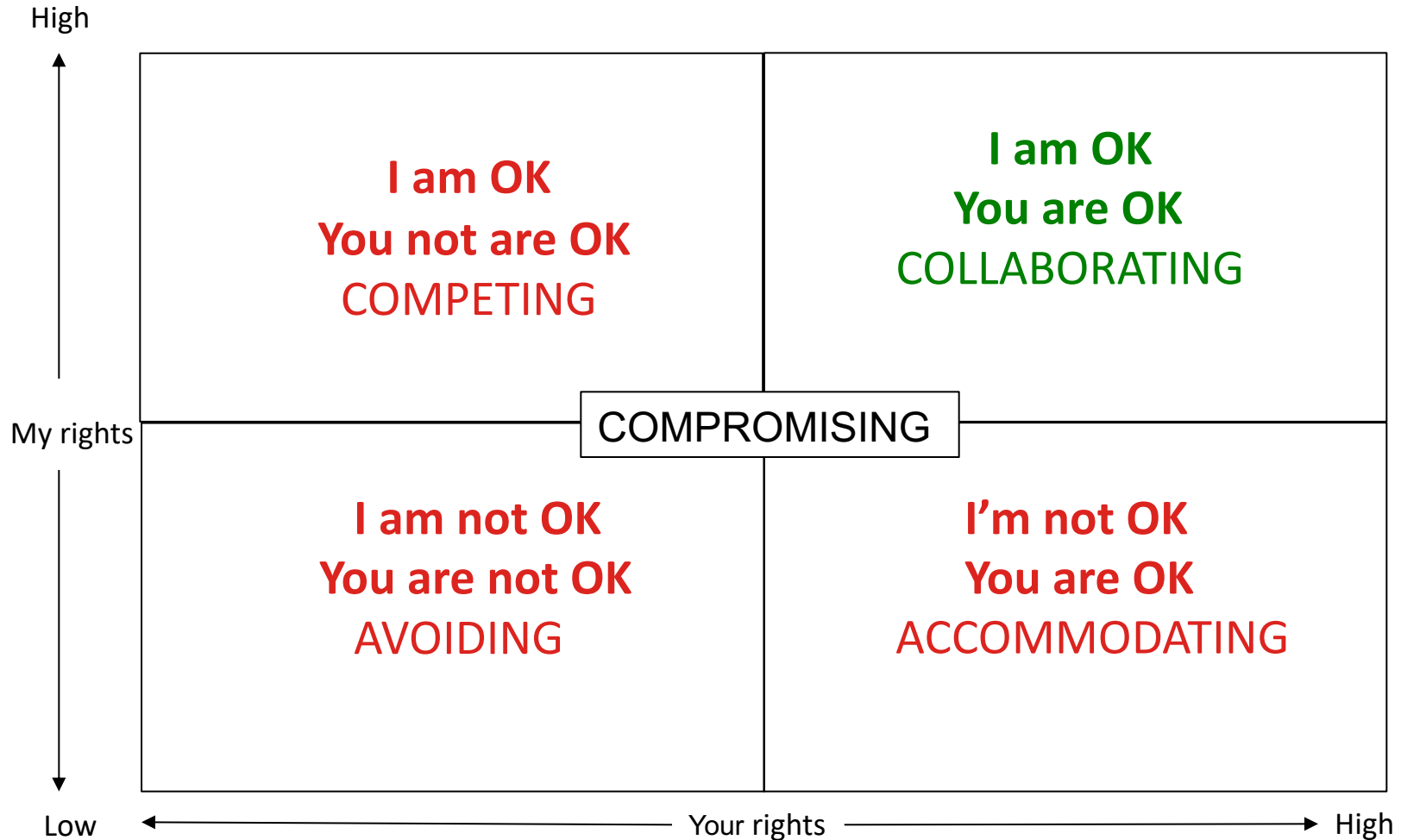
Consequences

<p>I am OK You not are OK The one up position</p>	<p>I am OK You are OK The healthy position</p>
<p>I am not OK You are not OK The hopeless position</p>	<p>I'm not OK You are OK The one down position</p>

In Conflict (Thomas-Kilmann)



Or...



Detail

Competing (I+ U-) I'm pursuing my concerns at your expense. Power orientation.

Collaborating (I+ U+) Working with you to reach true win-win. Both parties fully satisfied.

Avoiding (I- U-) The conflict isn't addressed

Accommodating (I- U+) I'm neglecting my concerns in favour of yours. Self-sacrifice.

Compromising (mixed) An expedient, mutually acceptable solution.