



Thomas-Kilmann Conflict Styles Inventory

What it measures:

The Thomas-Kilmann Conflict Mode Instrument has five conflict-handling modes:

Competing, Avoiding, Compromising, Collaborating, Accommodating

Applications:

The Thomas-Kilmann instrument is very versatile and widely used for many purposes, including:

- Conflict and change management
- Leadership development
- Performance improvement
- Team building
- Increased employee satisfaction
- Enhanced communication
- Stress counselling
- Staff retention

Benefits:

- The materials are accessible to all professionals – no psychometric test training is required
- It is easy to use and score
- It is short and quick to complete
- It is extremely versatile having many applications and administration options
- It enables a facilitator to safely open a discussion about conflict
- It is easy for participants to grasp and it is effective in quickly orienting them to the value of well-managed conflict