

Before you begin the test, prepare paper and a pen so you can write down your answers. At every question, you have two options (option A, option B). Choose the one that matches your self-picture the best. There can be options where neither of them feels true, so please choose the one that matches the most.

|    |  |
|----|--|
| 1. | A. Sometimes I let others find the solution.                                     |
|    | B. When it comes to a conflict I try to find what we agree on.                   |
|    |  |
| 2. | A. I always try to compromise.   |
|    | B. I try to make the things that are important for both of us happen.            |
|    |  |
| 3. | A. Most of the time I'm goal-oriented.   |
|    | B. I try to protect the feelings of the other party and secure the relationship. |
|    |  |
| 4. | A. I always try to compromise.   |
|    | B. Sometimes, I give up my desires for others' happiness.                        |
|    |  |
| 5. | A. I always seek help to find the best solution.                                 |
|    | B. I try everything to outflank useless stress for both of us in an argument.    |
|    |  |

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| 6.  | A. I try to outflank useless stress for myself.  |
|     | B. I always try to win.  |
|     |  |
| 7.  | A. I often ask for time to think things through.   |
|     | B. I let go some of my desires so my other goals can come true.                              |
|     |  |
| 8.  | A. Most of the time I'm strong-minded about my goals.  |
|     | B. I try to reveal all the questions, problems and connections for the sake of the solution. |
|     |  |
| 9.  | A. I think sometimes we should just let go of our grudges.                                   |
|     | B. I do everything so I can win an argument.   |
|     |  |
| 10. | A. Most of the time I'm strong-minded about my goals.  |
|     | B. I try to compromise.  |
|     |  |

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| 11. | A. I delve into issues so all of the questions and problems can be clearly seen by everybody. |
|     | B. I try to protect others' feelings.   |
|     |   |
| 12. | A. Sometimes I run from arguments.  |
|     | B. I'm fine losing in one aspect if I can win in another.                                     |
|     |   |
| 13. | A. I insist on common ground.   |
|     | B. I try to convince others about my perspective.   |
|     |   |
| 14. | A. I always share my thoughts and listen to others'.  |
|     | B. I'm reasoning and using facts to make a stable viewpoint.                                  |
|     |   |
| 15. | A. I protect others' feelings so I can maintain our friendship.                               |
|     | B. I avoid pointless stress.  |
|     |   |

|     |  |
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| 16. | A. I try not to hurt others' feelings.                                 |
|     | B. I try to convince my partner about my viewpoint.                    |
|     |  |
| 17. | A. Mostly, I'm confident about my goals.                               |
|     | B. I do everything so I can avoid unnecessary conflict.                |
|     |  |
| 18. | A. If it makes the other party happy, I let them think what they want. |
|     | B. It's okay to lose if I can have small wins.                         |
|     |  |
| 19. | A. I'm eager to bring every detail to the surface.                     |
|     | B. I postpone the decision.  |
|     |  |
| 20. | A. I discuss arguments right away.                                     |
|     | B. I balance losses and wins for every participant.                    |
|     |  |
| 21. | A. When I negotiate, I'm concerned about the others' goals.            |
|     | B. I'm always ready to discuss a problem.                              |

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|     |   |
| 22. | A. I try to find other perspectives.  |
|     | B. I always put across my wishes.   |
|     |   |
| 23. | A. I strive for a common understanding and satisfaction.                            |
|     | B. There are situations when I let others fight my wars.                            |
|     |   |
| 24. | A. If the others' are obsessed with their viewpoint then I try to be more flexible. |
|     | B. Either way I try to compromise.  |
|     |   |
| 25. | A. I show others' my logic and its benefits.  |
|     | B. I try to take into account others' goals.  |
|     |   |
| 26. | A. I suggest common ground.   |
|     | B. It's very important for me, that the solution is appropriate for everybody.      |
|     |   |

|     |   |
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| 27. | A. I avoid sharing my perspective if it'll cause an argument. |
|     | B. I leave others' ideas on if it makes them happy.           |
|     |   |
| 28. | A. Mostly, I'm strong-minded about my goals.                  |
|     | B. I ask others' help to find the right solution.             |
|     |   |
| 29. | A. I initiate common ground.                                  |
|     | B. I believe it's not worth it to be angry about arguments.   |
|     |   |
| 30. | A. I try not to hurt others' feelings.                        |
|     | B. I always share my problems for the sake of the solution.   |

**Let's look at the answers. The row where you have the most match is your most used strategy**

|     | Rival | Problem solver | Compromise seeker | Avoider | Adaptive |
|-----|-------|----------------|-------------------|---------|----------|
| 1.  |       |                |                   | A       | B        |
| 2.  |       | B              | A                 |         |          |
| 3.  | A     |                |                   |         | B        |
| 4.  |       |                | A                 |         | B        |
| 5.  |       | A              |                   | B       |          |
| 6.  | B     |                |                   | A       |          |
| 7.  |       |                | B                 | A       |          |
| 8.  | A     | B              |                   |         |          |
| 9.  | B     |                |                   | A       |          |
| 10. | A     |                | B                 |         |          |
| 11. |       | A              |                   |         | B        |
| 12. |       |                | B                 | A       |          |
| 13. | B     |                | A                 |         |          |
| 14. | B     | A              |                   |         |          |
| 15. |       |                |                   | B       | A        |
| 16. | B     |                |                   |         | A        |
| 17. | A     |                |                   | B       |          |

|     |   |   |   |   |   |
|-----|---|---|---|---|---|
| 18. |   |   | B |   | A |
| 19. |   | A |   | B |   |
| 20. |   | A | B |   |   |
| 21. |   | B |   |   | A |
| 22. | B |   | A |   |   |
| 23. |   | A |   | B |   |
| 24. |   |   | B |   | A |
| 25. | A |   |   |   | B |
| 26. |   | B | A |   |   |
| 27. |   |   |   | A | B |
| 28. | A | B |   |   |   |
| 29. |   |   | A | B |   |
| 30. |   | B |   |   | A |