

# PREFERENCES CONNECTED TO MANAGING INTERPERSONAL CONFLICTS STATEMENTS

|     |  | Strongly disagree | Disagree | Agree | Strongly agree |
|-----|--|-------------------|----------|-------|----------------|
| 1.  | All is fair in love and war, and when you solve conflicts as well.   |                   |          |       |                |
| 2.  | Conflict is wrong, you should avoid it at all costs.   |                   |          |       |                |
| 3.  | Disputing parties will never find any satisfying solution: they will always gain something and at the same time lose something equally valuable.   |                   |          |       |                |
| 4.  | The wiser one always yields even if he/she is right.   |                   |          |       |                |
| 5.  | Conflict is a great occasion to get to know yourself and the disputing party.  |                   |          |       |                |
| 6.  | Also in a conflict situation someone's win is someone's loss.  |                   |          |       |                |
| 7.  | It is the best to avoid open discussion about a conflict unless you want to cause its uncontrollable escalation.   |                   |          |       |                |
| 8.  | The optimal solution to a conflict is a partial satisfaction of the demands of both parties.   |                   |          |       |                |
| 9.  | Misunderstandings are best solved when you ignore their significance.  |                   |          |       |                |
| 10. | When you solve a conflict you should look for solutions that consider both your interests and the interests of your partner.   |                   |          |       |                |
| 11. | It is a mistake to trust the other party and you will experience its consequences very quickly.  |                   |          |       |                |
| 12. | It is better to wait; time will solve and fade all current problems.   |                   |          |       |                |
| 13. | To reach an agreement it is necessary to be satisfied with partial realisation of your own expectations.   |                   |          |       |                |
| 14. | It is worth giving up a significant part of your own demands if they are already satisfied at least minimally.   |                   |          |       |                |
| 15. | If the other party proposes an attractive solution, you own solutions prepared earlier lose their significance.  |                   |          |       |                |
| 16. | The opposing party's offers, even when they seem to be attractive, are a trick.  |                   |          |       |                |
| 17. | To avoid any unnecessary irritations it is worth giving up on strongly presenting your own needs and expectations.   |                   |          |       |                |
| 18. | The potential agreement will never be as attractive as you expect.   |                   |          |       |                |
| 19. | When you agree to a solution which is attractive only for the other party, you open a perspective of further, more fruitful cooperation.   |                   |          |       |                |
| 20. | To reach an agreement you should use the offers and ideas of the other party.  |                   |          |       |                |
| 21. | When you fight for a profitable solution of the conflict, you should not have too many moral restraints: might is right.   |                   |          |       |                |
| 22. | Addressing openly problematic issues is equal to provoking disaster.   |                   |          |       |                |
| 23. | There is no point looking for ideal agreement: conflicts can only be solved temporarily.   |                   |          |       |                |
| 24. | It is better to simplify a conflict even if it means giving up on standing up for your rights: it is crucial to reach an agreement between the two parties.  |                   |          |       |                |
| 25. | There is no solution without honest and accurate explanation of the key conflict issues: even the most difficult truth can bring people together.  |                   |          |       |                |
| 26. | In a conflict situation there is no party with good will and honest intentions. There is only a clearly weaker one.  |                   |          |       |                |
| 27. | Preventive actions are the optimal approach to conflicts.  |                   |          |       |                |
| 28. | The solution of a conflict is usually the division of the conflict goods on a 50:50 basis.   |                   |          |       |                |
| 29. | A conflict is a collision of two egoistic approaches. One egoism, for the cause, should be smaller.  |                   |          |       |                |
| 30. | Understanding your partner's needs, readiness to reconcile them with your own expectations, good will of both parties: these are the foundations of a beneficial conflict solution for both parties. |                   |          |       |                |