

## Conflict Scale Descriptions

### Respect

Respect is a positive feeling of esteem and a feeling of high regard for the qualities of a person by another person, followed by actions and conduct that represent these feelings. People scoring high on this scale tend to find themselves in conflict when they feel they are not receiving the respect they feel they deserve.

### Non-Constructive Criticism

Some criticism can be constructive and helpful, and some criticism is a negative judgment about someone's character, merits or actions. Depending on how the criticism is given, it can be constructive or non-constructive. People scoring high on this scale tend to find themselves in conflict when someone is critical of them in an unkind way.

### Influence and Control

When one's thoughts, feelings or actions are influenced by someone else against that person's will or better judgment, he or she feels controlled by them. Many people who try to control often feel they are doing it for the other person's benefit. People scoring high on this scale tend to find themselves in conflict when they feel like others are trying to control them.

### Physical Resources

People possess physical resources that help them feel safe and secure in the world. People scoring high on this scale tend to find themselves in conflict when others attempt to take or use their resources without their consent.

### Hostility

Hostility can best be described as people treating others in aggressive and unkind ways. Hostility can also be a feeling or attitude of hatred toward others. People scoring high on this scale tend to find themselves in conflict when they are treated with antagonism.

**Conflict escalates because of negative ways people are treated by others, or by the ways they treat other people. In the following exercises, you will have the opportunity to explore the behaviors of others as well as you own behaviors that may be leading to conflicts.**