



## Conflict Triggers Scale Directions

Conflict triggers are your personal *hot buttons* that get pushed and which may involve you in a conflict. In reality, hot buttons come from within you, not really from someone or some external situation pressing them. When you perceive a threat to some part of your identity, you are triggered to respond.

This assessment contains 30 statements related to what triggers conflict for you. Read each of the statements and decide whether or not the statement describes you. If the statement *does* describe you, circle the number in the YES column. If the statement *does not* describe you, circle the number in the NO column.

In the following example, the circled number under YES indicates the statement is descriptive of the person completing the inventory.

	YES	NO
<b>I get into conflicts mostly when someone . . .</b>		
Does not give me the respect I feel I deserve . . . . .	2	1

This is not a test and there are no right or wrong answers. Do not spend too much time thinking about your answers. Your initial response will likely be the most true for you. Be sure to respond to every statement.

*(Turn to the next page and begin)*

## Conflict Triggers Scale

**I get into conflicts mostly when someone ...**

	YES	NO
does not give me the respect I feel I deserve.....	2	1
does not acknowledge my accomplishments .....	2	1
does not appreciate me .....	2	1
does not realize I am growing up .....	2	1
does not treat me fairly .....	2	1
does not include me .....	2	1

**R TOTAL =** \_\_\_\_\_

criticizes me unkindly .....	2	1
makes fun of me .....	2	1
censures what I say .....	2	1
judges me .....	2	1
talks about me behind my back.....	2	1
says negative things to me .....	2	1

**N TOTAL =** \_\_\_\_\_

tells me what to do .....	2	1
holds power over me.....	2	1
makes rules I do not agree with.....	2	1
holds me back .....	2	1
takes control away from me .....	2	1
tries to influence my decisions .....	2	1

**I TOTAL =** \_\_\_\_\_

tries to cheat me .....	2	1
takes my possessions without my consent .....	2	1
withholds what I need .....	2	1
gets what I want .....	2	1
leaves me without the resources I need.....	2	1
receives more than I do .....	2	1

**P TOTAL =** \_\_\_\_\_

creates unrealistic expectations for me .....	2	1
treats me aggressively .....	2	1
threatens me and others .....	2	1
uses hurtful humor .....	2	1
ignores me.....	2	1
manipulates me with nasty or rude comments .....	2	1

**H TOTAL =** \_\_\_\_\_

*(Go to the Scoring Directions on the next page)*



## Conflict Triggers Scale Scoring Directions

The *Conflict Triggers Scale* is designed to help you identify the situations that trigger conflict reactions for you. For each group on the scale, add the numbers that you circled. You will get a total in the range from 6 to 12. Put that number on the line, do the same for all of the groups and then transfer those totals to the spaces below:

<b>R – Respect</b>	Total = _____
<b>N – Non-Constructive Criticism</b>	Total = _____
<b>I – Influence and Control</b>	Total = _____
<b>P – Physical Resources</b>	Total = _____
<b>H – Hostility</b>	Total = _____

## Profile Interpretation

Total Individual Scales Scores	Result	Indications
<b>11 and 12</b>	high	If you scored between 11 and 12 on any scale, this indicates that this area tends to have trigger issues for you that probably lead to conflicts with other people.
<b>8 to 10</b>	moderate	If you scored between 8 and 10, this indicates that this area tends to have some trigger issues that can sometimes lead to conflicts with other people.
<b>6 and 7</b>	low	If your score was between 6 and 7, this indicates that this area tends to have very few trigger issues that can lead to conflicts with other people.

Regardless of your scores on the scale, the following exercises have been designed to help you explore your *conflict triggers* and gain more insight into the types of things that erupt into conflict in your everyday life. Following are scale descriptions for the assessment.