

**GAHSA/SCANPHA DON WORKSHOP
HANDLING CONFLICT**

ACTION	EXAMPLES	CORE VALUES	OUTCOMES?
Avoidance	<ul style="list-style-type: none"> • Postpones action • Pretends conflict doesn't exist • Physically avoid other person • Withdraw from intense situations • Change the topic 	<ul style="list-style-type: none"> • Silence is golden • Nothing is important enough to fight about 	
Accommodation	<ul style="list-style-type: none"> • Self-sacrificing, complies passively • Maintain the relationship by yielding • Let others take the lead, have their way 	<ul style="list-style-type: none"> • Be kind and giving • Anything for peace 	
Compromise	<ul style="list-style-type: none"> • Looks for middle position quickly • Split the difference • Win some, lose some 	<ul style="list-style-type: none"> • You help me, I'll help you • Something is better than nothing 	
Competition	<ul style="list-style-type: none"> • Demands, threatens, insults • Quick-tempered • Uses punishment 	<ul style="list-style-type: none"> • Might makes right • If you're not a winner, you're a loser • If you refuse to give in, others will 	
Collaborate	<ul style="list-style-type: none"> • Seeks solution that helps both parties • Open sharing of information • Looks for win-win • Cooperates enthusiastically 	<ul style="list-style-type: none"> • Value reason, truth, knowledge • No one person has the answer • Candor, honesty and trust are powerful 	

