

Scorecard on Constructive Conflict

- Do I usually approach conflicts with the goal of finding a solution that benefits everyone involved?
- When I disagree with someone, do I take the time to listen to their perspective before sharing my own?
- Am I able to express my thoughts and feelings during a disagreement without becoming overly emotional or defensive?
- Do I focus on resolving the issue at hand, rather than trying to "win" the argument?
- Have I noticed any positive outcomes, like stronger relationships or better solutions, when I've engaged in constructive conflict?
- Am I comfortable giving and receiving feedback, even when it involves disagreement or criticism?
- Do I encourage open dialogue and make sure everyone's voice is heard during discussions?
- Have I used conflict as an opportunity to grow personally or to improve a situation?
- Do I work towards understanding the other person's point of view, even if I don't agree with it?
- Can I identify moments when constructive conflict has led to innovation or improved teamwork in my personal or professional life?