CONFLICT CULTURE QUESTIONNAIRE

Relate these questions and answers to interpersonal issues or concerns within your workplace and as to how these questions affect you personally.

1 – ABSOLUTELY YES
2 – I GUESS SO
3 – INDIFFERENT
4 – PROBABLY NOT
5 – POSITIVELY NOT

1. My company does a good job of handling internal conflict. _________
2. I am given adequate training to deal with conflict at work.__________
3. Interpersonal conflicts at work are handled appropriately and any information regarding individuals in dispute is confidential and protected from disclosure. __________
4. Team building or group problem solving opportunities serve the needs of my section/company well. __________
5. I am not overburdened with the time I spend each week in dealing with conflicts relating to work. __________
6. The quality of communication within my workplace is clear, respectful and advances the work of my department/company. _________
7. The people in this organization are respectful of one another. __________
8. I am comfortable with unresolved conflict, and it presents no difficulties for me in my job. __________

SCORE:
8 – 16 … Congratulations! Your answers reveal a healthy and productive workplace, where people are respected and treated fairly.
17 – 21 … A Good Place To Work…you might want to be pro-active and maintain those programs and activities that prove beneficial.
22 – 30 … Needs Improvement…consider training or skill building for key personnel and do not be afraid to ask people about their ideas for improvement.
31 – 40 … Unhealthy or Toxic Work Environment…consider how the company culture can be changed to better address conflict and interpersonal relationships.