Rahim Organizational Conflict Inventory-II, Form A

Strictly Confidential

Please check the appropriate box after each statement, to indicate *how you handle your disagreement or conflict with your supervisor*. Try to recall as many recent conflict situations as possible in ranking these statements.

	Stroi Dise	ngly agre	e		ongly gree
	1	2	3	4	5
1. I try to investigate an issue with my supervisor to find a solution acceptable to us					
2. I generally try to satisfy the needs of my supervisor.					
3. I attempt to avoid being "put on the spot" and try to keep my conflict with my supervisor to myself.					
4. I try to integrate my ideas with those of my supervisor to come up with a decision jointly.					
5. I try to work with my supervisor to find solution to a problem that satisfies our expectations.					
6. I usually avoid open discussion of my differences with my supervisor.					
7. I try to find a middle course to resolve an impasse.					
8. I use my influence to get my ideas accepted.					
9. I use my authority to make a decision in my favor.					
10. I usually accommodate the wishes of my supervisor.					
11. I give in to the wishes of my supervisor.					
12. I exchange accurate information with my supervisor to solve a problem together					
13. I usually allow concessions to my supervisor.					
14. I usually propose a middle ground for breaking deadlocks.					
15. I negotiate with my supervisor so that a compromise can be reached.					
16. I try to stay away from disagreement with my supervisor.					
17. I avoid an encounter with my supervisor.					
18. I use my expertise to make a decision in my favor.					
19. I often go along with the suggestions of my supervisor.					
20. I use "give and take" so that a compromise can be made					
21. I am generally firm in pursuing my side of the issue.					
22. I try to bring all our concerns out in the open so that the issues can be resolved in the					
best possible way.					
23. I collaborate with my supervisor to come up with decisions acceptable to us					
24. I try to satisfy the expectations of my supervisor.					
25. I sometimes use my power to win a competitive situation					
26. I try to keep my disagreement with my supervisor to myself in order to avoid hard feelings.					
27. I try to avoid unpleasant exchanges with my supervisor.					
28. I try to work with my supervisor for a proper understanding of a problem					

Scoring Key *

Strongly Agree = 5Rating Scale: Strongly Disagree = 1

1. Collaborating Style

(Average your responses to Items)

1	4	5	12	22	23	28		Total			Average Score
							=		Total/ # of responses	=	

2. Accommodating Style

(Average your responses to Items)

2	10	11	13	19	24		Total			Average Score
						=		Total/ # of responses	=	

3. Competing Style

(Average your responses to Items)

8	9	18	21	25		Total			Average Score
					=		Total/ # of responses	=	

4. Avoiding style

(Average your responses to Items)

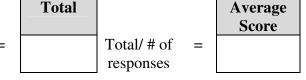
3	6	16	17	26	27		Total			Average Score
						=		Total/ # of responses	=	

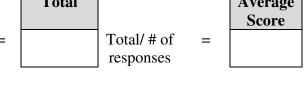
5. Compromising style

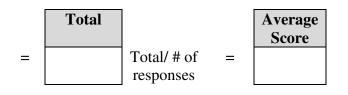
(Average your responses to Items)

7	14	15	20

*Adapted from ROCI-II, Form A Scoring Key







Rahim Organizational Conflict Inventory-II, Form B

Strictly Confidential

Please check the appropriate box after each statement, to indicate *how you handle your disagreement or conflict with your subordinates*. Try to recall as many recent conflict situations as possible in ranking these statements.

		Dise	ngiy agre	е	Agr	ngiy ee
		1	2	3	4	5
1.	I try to investigate an issue with my subordinates to find a solution acceptable to us					
2.	I generally try to satisfy the needs of my subordinates.					
3.	I attempt to avoid being "put on the spot" and try to keep my conflict with my subordinates to myself.					
4.	I try to integrate my ideas with those of my subordinates to come up with a decision jointly.					
5.	I try to work with my subordinates to find solution to a problem that satisfies our expectations	. 🗆				
6.	I usually avoid open discussion of my differences with my subordinates.					
7.	I try to find a middle course to resolve an impasse.					
8.	I use my influence to get my ideas accepted.					
9.	I use my authority to make a decision in my favor.					
10	I usually accommodate the wishes of my subordinates.					
11	I give in to the wishes of my subordinates.					
12	I exchange accurate information with my subordinates to solve a problem together					
13	I usually allow concessions to my subordinates.					
14	I usually propose a middle ground for breaking deadlocks.					
15	I negotiate with my subordinates so that a compromise can be reached					
16	I try to stay away from disagreement with my subordinates					
17	I avoid an encounter with my subordinates.					
18	I use my expertise to make a decision in my favor.					
19	I often go along with the suggestions of my subordinates					
20	I use "give and take" so that a compromise can be made					
21	I am generally firm in pursuing my side of the issue.					
22	I try to bring all our concerns out in the open so that the issues can be resolved in the					
	best possible way.					
23	I collaborate with my subordinates to come up with decisions acceptable to us					
24	I try to satisfy the expectations of my subordinates.					
25	I sometimes use my power to win a competitive situation					
26	I try to keep my disagreement with my subordinates to myself in order to avoid hard feelings.					
27	I try to avoid unpleasant exchanges with my subordinates.					
28	I try to work with my subordinates for a proper understanding of a problem					

Scoring Key *

Rating Scale: Strongly Agree = 5Strongly Disagree = 1

1. Collaborating Style

(Average your responses to Items)

1	4	5	12	22	23	28		Total			Average Score
							=		Total/ # of responses	=	

2. Accommodating Style

(Average your responses to Items)

2	10	11	13	19	24		Total			Average Score
						=		Total/ # of responses	=	

3. Competing Style

(Average your responses to Items)

8	9	18	21	25		Total			Average Score
					=		Total/ # of responses	=	

4. Avoiding style

(Average your responses to Items)

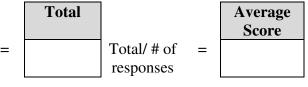
3	6	16	17	26	27

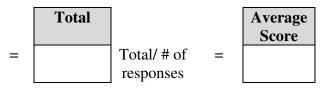
5. Compromising style

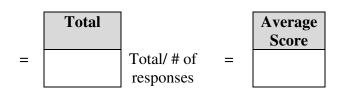
(Average your responses to Items)

7	14	15	20

*Adapted from ROCI-II, Scoring Key







Rahim Organizational Conflict Inventory–II, Form C

Strictly Confidential

Please check the appropriate box after each statement, to indicate *how you handle your disagreement or conflict with your peers.* Try to recall as many recent conflict situations as possible in ranking these statements.

	Stroi Dis	ngiy agre	е	Stro Agr	ongly ee
	1	2	3	4	5
1. I try to investigate an issue with my peers to find a solution acceptable to us					
2. I generally try to satisfy the needs of my peers.					
3. I attempt to avoid being "put on the spot" and try to keep my conflict with my peers to myself.					
4. I try to integrate my ideas with those of my peers to come up with a decision jointly					
5. I try to work with my peers to find solution to a problem that satisfies our expectations					
6. I usually avoid open discussion of my differences with my peers.					
 I try to find a middle course to resolve an impasse. 					
8. I use my influence to get my ideas accepted.					
9. I use my authority to make a decision in my favor.					
10. I usually accommodate the wishes of my peers.					
11. I give in to the wishes of my peers.					
12. I exchange accurate information with my peers to solve a problem together.					
13. I usually allow concessions to my peers.					
14. I usually propose a middle ground for breaking deadlocks.					
15. I negotiate with my peers so that a compromise can be reached					
16. I try to stay away from disagreement with my peers.					
17. I avoid an encounter with my peers.					
18. I use my expertise to make a decision in my favor.					
19. I often go along with the suggestions of my peers.					
20. I use "give and take" so that a compromise can be made.					
21. I am generally firm in pursuing my side of the issue.					
22. I try to bring all our concerns out in the open so that the issues can be resolved in the					
best possible way.					
23. I collaborate with my peers to come up with decisions acceptable to us					
24. I try to satisfy the expectations of my peers					
25. I sometimes use my power to win a competitive situation					
26. I try to keep my disagreement with my peers to myself in order to avoid hard feelings					
27. I try to avoid unpleasant exchanges with my peers					
28. I try to work with my peers for a proper understanding of a problem					

Scoring Key *

Rating Scale: Strongly Agree = 5 Strongly Disagree = 1

1. Collaborating Style

(Average your responses to Items)

1	4	5	12	22	23	28		Total			Average Score
							=		Total/ # of responses	=	

2. Accommodating Style

(Average your responses to Items)

2	10	11	13	19	24		Total			Average Score
						=		Total/ # of responses	=	

3. Competing Style

(Average your responses to Items)

8	9	18	21	25		Total			Average Score
					=		Total/ # of responses	=	

4. Avoiding style

(Average your responses to Items)

3	6	16	17	26	27		Total
						=	

5. Compromising style

(Average your responses to Items)

7	14	15	20



Total/ # of

=

Average Score

