

# Scoring Your Thomas-Kilmann Responses

Circle the letters below which you circled on each item of the questionnaire and total the numbers in each column.

	Competing	Collaborating	Compromising	Avoiding	Accommodating
1				A	B
2		B	A		
3	A				B
4			A		B
5		A		B	
6	B			A	
7			B	A	
8	A	B			
9	B			A	
10	A		B		
11		A			B
12			B	A	
13	B		A		
14	B	A			
15				B	A
16	B				A
17	A			B	
18			B		A
19		A		B	
20		A	B		
21		B			A
22	B		A		
23		A		B	
24			B		A
25	A				B
26		B	A		
27				A	B
28	A	B			
29			A	B	
30		B			A
Total					

The questionnaire is designed to assess your behaviour in conflict situations, where a situation arises and at least two people appear to be incompatible.

You will have a numerical score for each of the five conflict mode styles, competing, avoiding, accommodating, collaborating and compromising.

Each of the five columns has a range of possible scores from 0 (for very low use) to 12 (for very high use). Your highest scoring column represents the conflict style mode that is your 'default or natural' mode.