

Constructive differing is good; out-and-out conflict is not. Let LSI Conflict show your people how to resolve their differences and find an integrative solution.



LSI Conflict™

An inventory for measuring and improving individual approaches to conflict situations.

Disagreements are a fact of work life, but they don't have to stifle initiative and sideline performance. Your organization, whether it's a business, non-profit, educational institution, or government agency, can turn conflict into an asset. All it takes is a new approach toward resolving differences that results in "win-win" situations—for those involved, *and* for your organization.

Conflict is a Choice

A specific application of the LSI (see page 14), *LSI Conflict* is a confidential self-assessment that helps people take a close look at whether their thinking and behavior *helps* or *blocks* their ability to deal constructively with conflict situations.

Know What Works... and What Doesn't

After completing and scoring *LSI Conflict*, individuals transfer their scores to the Circumplex to create a picture or "profile" of their current approach to conflict. This approach can be either **Constructive** and support achievement of "win-win" results, or **Defensive** and contribute to counterproductive behaviors.

The *LSI Conflict* is a tool for moving people from disruptive to integrative negotiating styles, the building blocks of negotiation behavior.

Results Through Action Plans

Using the *LSI Conflict Self-Development Guide* to learn about their conflict styles, individuals can decide what they need to do to improve their approach. Completing an action plan helps them to specify and commit to behavior changes to enhance their conflict styles and improve their effectiveness in all conflict situations.

PRODUCT APPLICATION

Use LSI Conflict to:

- Help individuals at all organizational levels learn to deal with conflict more constructively—for higher quality decisions, increased productivity, and more harmonious working relationships
- Improve the effectiveness of self-directed work teams by identifying barriers to constructive communication and enhancing cooperation throughout the organization

individual development

Please refer to the back of the catalog for the Pricing Guide.

LSI Conflict

PARTICIPANT MATERIALS

LSI Conflict Kit

DI 62100

- LSI Conflict Self-Description Inventory
- LSI Conflict Self-Development Guide

FACILITATOR MATERIALS

LSI Conflict Leader's Guide

DI 62110

Complete instructions for facilitating an LSI Conflict self-development program.

LSI Conflict Transparencies

DI 62112

Set of 11 attractive, full-color transparencies assist with LSI Conflict scoring and debriefing of results.

SCORING

LSI Conflict per inventory

CS 89022

LSI Conflict per group profile

CS 89037

