|  |  |
| --- | --- |
| 1. **NAME** of the resource / tool | Conflict Management Styles Training |
| 1. **WHAT** is the purpose of the resource / tool? | * To support leaders in understanding and building their inner capacities around conflict management by learning about their personal relationship with conflict (as well as others). * Teach participants how to communicate with those with different conflict management styles. |
| 1. **WHO** developed the resource / tool? (If it was adapted from an existing document, please include a citation for the original source.) | This training was adapted from multiple resources:   * David Johnson, 1981. Conflict Animal characteristics * Ralph Killman, Thomas-Killman Conflict Mode Instrument * University of Kansas Community Toolbox * LIDR |
| 1. **HOW** should the resource / tool be used? 2. *What circumstances are ideal/appropriate?* 3. *By whom and when?* 4. *Is a particular skill set or special preparation needed?* | * This training is excellent to use when groups are newly established or otherwise getting to know one another. * It is also useful in groups dealing with personal conflict * Training useful for resident leaders as well as agency staff * Users must know how to read and write to use this resource. |
| 1. **WHY** is this resource being recommended? (What makes is especially effective or useful for community-based work?) | * This resource is being recommended as a large part of community-based work is relationship building and maintenance and conflict is a natural component of interpersonal relationships. * This training is visually friendly, easy to use and uses appropriate terminology that connects with most. |