**WHAT’S THE SOURCE OF THE CONFLICT?**

*Directions:* Think of a recent or current cross-cultural conflict in which you were or are involved. To assess the source of the conflict, indicate below which statements are true of the conflict by placing a check mark in the appropriate box(es).

**TASK CONFLICT**

- **Data**
  - [ ] There is disagreement about the sources or quality of information with which we are working.
  - [ ] The different ways in which we interpret data in our project are causing conflict.
  - [ ] Other:

- **Interests**
  - [ ] Our goals are not specific and are unclear.
  - [ ] Some of us are motivated by a personal desire to be successful and others are driven by the need for the organization or group to succeed.
  - [ ] Other:

- **Procedures**
  - [ ] There is a disconnect between those who want to do things quickly and others who want time for ideas to incubate.
  - [ ] We do not have clear procedures for decision making.
  - [ ] Other:
RELATIONSHIP CONFLICT

Values
☐ We have limited knowledge about cross-cultural norms and how they shape our work together.

☐ Members surface negative judgments about values, attitudes, and beliefs different from their own.

☐ Other:

Relationships
☐ We are placing all our emphasis on task, to the detriment of the relationships involved.

☐ Conflict has eroded our trust in one another.

☐ Other:

Roles
☐ In our team, we are not sure who the leader is.

☐ Roles and responsibilities are unclear.

☐ Other:

Communication
☐ We often misunderstand what another is saying or what another means.

☐ We have difficulty reading the nonverbal signals sent by others.

☐ Other: