DIMENSIONS OF CONFLICT

This series of open-ended statements is intended to help individuals and their team members determine which dimensions of global diversity are at the core of the conflict. This exercise will be most effective if accompanied by a copy of the SSI Model.

• Take turns initiating the discussion. Complete statements orally.
• Items may be responded to in random order.

1. The conflict appears to be about . . .
2. The dimensions of personal culture that appear to be involved include . . .
3. The national cultures involved are . . .
4. The civilizational cultures involved are . . .
5. The organizational dimensions involved are . . .
6. This conflict is (task-focused or relationship-focused) is . . .
7. The most important consideration in solving this conflict is . . .
8. In order to resolve this conflict, we need more information about . . .
9. We can get that information from . . .
10. The greatest obstacle in resolving this conflict is . . .
11. This conflict hinders our organization by . . .
12. This conflict helps our organization by . . .
13. In my culture, we resolve conflict by . . .
14. As a work group, we resolve conflict by . . .
15. Effective conflict resolution in this organization requires . . .
16. The most difficult conflicts to solve in our organization are . . .