

## PROBLEM SOLVING STYLES



<b>Damaging Self</b> <b>COLLUSIVE</b>	<b>Win-Win</b> <b>COOPERATIVE</b>	<b>Damaging Other</b> <b>COMPETITIVE</b>
Non-assertive	Assertive	Aggressive
Collaborative	Collaborative	Individualistic
Insufficient commitment to the relationship	Strong commitment to the relationship	Insufficient commitment to the relationship
De-selfing	Self-loving	Selfish
Mutual caution	Mutual caring	Mutual antagonism
Peace as the goal	Problem resolution as the goal	Power as the goal
Problems partially addressed or avoided	Problems addressed	Problems personalised
Muted communication	Clean communication	Manipulative and/or coercive communication
Debilitating anxiety	Manageable anxiety	Debilitating anxiety
Feelings expressed too weakly (words, voice, body)	Feelings expressed appropriately (words, voice, body)	Feelings expressed too strongly (words, voice, body)
Diluted perceptions	Balanced perceptions	Negative perceptions
Solutions insufficiently offered and considered	Solutions tactfully offered and rationally considered	Solutions aggressively offered and rejected or imposed
Problem partially solved or submerged	Problem solved or contained	Problem unsolved, escalated or waiting to re-erupt
Partial win/lose outcome	Win-win or no-lose outcome	Win-lose or lose-lose outcome
Post-conflict unease	Post-conflict satisfaction	Post-conflict distress

*In the animal kingdom, the rule is eat or be eaten; in the human kingdom, define or be defined.*

Thomas Szasz

*The best part of married life is the fights. The rest is merely so – so.*

Thornton Wilder