

A new head of department is into her first negotiating role with the trade union. She has been offered a great deal of advice from colleagues, including the claim that each one of the following conflict handling strategies is the most likely to yield success.

Place the appropriate conflict handling strategy against each outcome.

Avoidance Accommodation Compromise Competition Collaboration

Outcomes	Conflict handling strategies
Additional conflict will occur with damage to the organisation and to one or both parties	
A win, win situation	
Suppression of interests will result in one party losing out and difficulties may still remain	
Lack of effort to deal with causes of the conflict will mean that conflict is likely to recur	
Both parties lose out and there may be a better solution if an alternative approach was taken.	

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