



Conflict Culture Assessment Worksheet

Goals:

- Practice the skill of group assessment.
- Support a collective understanding of your group's culture around 10 aspects of conflict.

Suggestions:

- Read "[Moving Toward Conflict for the Sake of Good Strategy](#)" before filling this out.
- Fill this sheet out with a buddy partner, if you're able. Or, if your group is small enough, all together.

Considerations:

- If your group is large, you may not have *one culture* in relation to conflict. Please fill this out as it resonates with your personal experience of the overall culture in *your sphere of the group*.
- Some potential questions for you to reflect on as a group, once you complete the assessment:
 - What about your group's reactions in conflict is useful?
 - What is the cost of these reactions? Another way of saying that is, is there a negative consequence to them?
 - How do these reactions support or hinder your work in the world? What we're trying to get at here is the purpose of your group and what kind of conflict culture will help you achieve it.

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1. Toward/Away

When there's conflict, does your group tend to move toward or away from it?

If toward, how often is that useful (leading to generative solutions), and how often is that destructive (getting stuck, digging in, etc)?

2. Pace

In conflict, does your group tend to speed up or slow down (or even freeze)?

3. Compassion/Empathy

How accessible is empathy for your group when there's a conflict?

What tends to soften people into empathy? How long does that tend to take?

4. Strong Emotion

Does your group show strong emotion during conflict?

If yes, how does the group tend to react to that strong emotion (as if it's disruptive, normal, not happening, healthy, scary, etc.)?

5. Picking Sides

Do "sides" or "teams" tend to form in conflict?

Are they often the same across different conflicts?

6. Whole Group/Small Group

Does your group tend to engage conflict openly? Or is conflict seen as something more private?

How does your group decide which conflicts are private and which are for the whole group (often, these decisions aren't conscious or explicit)?

7. Formal/Casual

Does your group wait for “officially” set aside times for feedback and assessment?
Or do people tend to give feedback in more casual, in-the-moment ways?

8. Directness

When there's tension, do group members tend to speak directly to the person they have tension with or talk on the side, to people not directly involved?

Does the group tend to address something right after it happens or wait?

9. Resolution

How often does group conflict end in meaningful resolution?

Does your group tend to move toward resolution quickly? If yes, does the focus tend to be more on finding a meaningful solution or getting through the conflict as soon as possible to avoid being in discomfort?

Does your group ever intentionally or unintentionally resist resolution? Does it tend to get stuck or go in circles?

10. Application

As conflict cools down, does your group tend to seek apologies, next steps, or commitments to changed behavior? If yes, how often are these useful steps toward changed behavior?

What Else?

As you filled this out, what other thoughts came up about your group's tendencies in conflict?