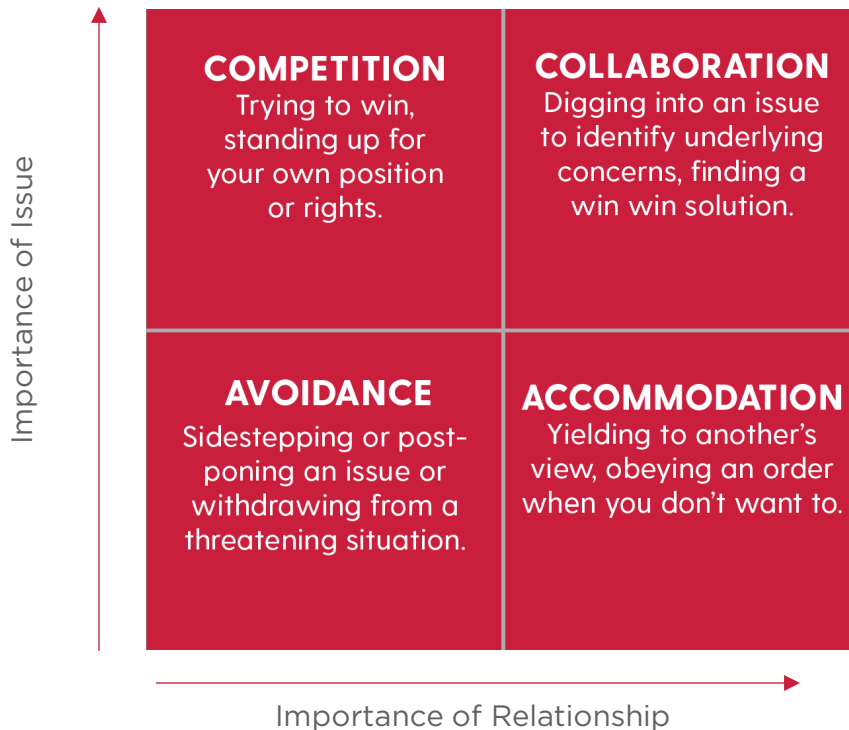


ACCOUNTABILITY IN PHI SIGMA KAPPA

ASSOCIATE MEMBER WORKSHEET

Instructions: Using your results from the Confrontation Style Assessment, work within your style group to discuss the positive and negative aspects of your individual confrontation style. Jot them down in the margins next to your style's description.

Thomas-Killman Model of Confrontation Styles



- Competition:
 - High importance of issue, low importance of relationship
 - Trying to win, standing up for your own position or rights
 - **Example:** This may be someone you don't know very well, so you're more comfortable addressing the issue, and you believe your solution is the correct solution.
- Avoidance:
 - Low importance of issue, low importance of relationship
 - Side-stepping or postponing an issue or withdrawing from a threatening situation
 - **Example:** This is when you are afraid of the conversation because of the individual or the topic. So you "ghost" the situation or avoid talking to the person about it altogether.
- Accommodation:
 - Low importance of issue, high importance of relationship
 - Yielding to another's point of view or obeying an order when you don't want to

- **Example:** This is when another student in a group project isn't doing their share and you end up doing a lot of work because you don't want to complain or add more to their plate.
- Collaboration:
 - High importance of issue, high importance of relationship
 - Digging into an issue to identify underlying concerns, finding a win-win solution
 - **Example:** This is what we define as "healthy confrontation," where you and the other person work together to find a solution that works for both of you.

Instructions: Identify a "use" for each of the four styles of conflict management.

Competition:

Avoidance:

Accommodation:

Collaboration:

Steps to Healthy Confrontation

1. Don't wait too long; grudges can lead to unhealthy relationships. However, don't confront the other person when you're angry either.
 - When is the next time you can be alone with this individual?
 - Do you need to set any expectations prior to the conversation?
2. Recognize why you are upset.

- What is the emotion you are feeling? Jealous? Angry? Sad?
- What do you need from the other person that they are not giving you?
- 3. Plan out what you are going to say.
 - How can you be clear and concise?
 - Are your points filled with emotion or are they results-oriented?
- 4. Frame the conversation around what you need from the other person.
 - What solution are you looking for?
 - What changes would you like to see for future challenges with this individual?
- 5. Follow up if necessary.
 - Were your needs met? If not, what are your next steps?
 - What do you need to do to contribute to the solution?

Brotherhood Circle - Accountability

Instructions: Answer the two questions in the space provided below.

- During your associate member experience so far, when did you see one of your brothers do something consistent with our Creed, Cardinal Principles, or their Pledge to Brotherhood?
- During your associate member experience so far, when did you see one of your brothers do something inconsistent with our Creed, Cardinal Principles, or their Pledge to Brotherhood?

Meeting Notes

