D Style in conflict

Goals: Victory, results, personal accomplishment

Overuses: The need to win, impatience, bluntness

Fears: Being taken advantage of, appearing weak

DC, D, Di

i Style in conflict

Goals: Approval, understanding, openness

Overuses: Passion, impulsivity, outspokenness

Fears: Rejection, not being heard, disapproval

iD, i, iS

S Style in conflict

Goals: Agreement, acceptance, peace

Overuses: Passive resistance, compromise

Fears: Letting people down, facing aggression

Si, S, SC

C Style in conflict

Goals: Fairness, rational decisions, accuracy

Overuses: Restraint, analysis, rigidity

Fears: Being wrong, strong displays of emotion

CS, C, CD

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