

Using the Thomas-Kilmann Conflict Mode model, describe your typical reactionary style of conflict management and what you need to develop to deal with conflict in a collaborating mode, as guided by one of the interprofessional collaboration models.

Answer:

My typical reactionary style of conflict management aligns closely with the Thomas-Kilmann Conflict Mode model's competing mode. When faced with a conflict, I tend to assert my own concerns and interests without much consideration for the other party's perspective. I can be seen as dominant, assertive, and focused on achieving my own goals, often at the expense of maintaining the relationship or understanding the other person's point of view.

To develop my ability to collaborate effectively in conflict situations, I can turn to the Interprofessional Collaborative Practice (ICP) model for guidance. The ICP model emphasizes a team-based approach to conflict resolution, where all team members work together to address issues and find mutually beneficial solutions. To apply this model to my conflict management style, I need to cultivate the following skills:

1. Open communication: I need to actively listen to the perspectives and concerns of others, acknowledging and validating their viewpoints. By fostering open communication, I can create a safe space for collaborative problem-solving.
2. Empathy: I need to develop empathy towards others by putting myself in their shoes and understanding their emotions and motivations. This will help me build trust and rapport with team members, fostering a sense of connection and understanding.
3. Flexibility: I need to be willing to adapt my approach and be open to alternative solutions that may not align with my initial preferences. By being flexible and willing to compromise, I can work towards finding win-win solutions that address the needs of all parties involved.
4. Conflict resolution skills: I need to develop my skills in conflict resolution, including active listening, problem-solving, and negotiation. By mastering these skills, I can effectively navigate conflicts and reach resolutions that benefit both parties.

By integrating the principles of the ICP model into my conflict management approach, I can enhance my ability to collaborate effectively and work towards mutually beneficial outcomes in conflict situations. This will not only strengthen my interpersonal relationships but also contribute to the overall success of interprofessional teams and projects.

Step-by-step explanation

In conflict situations, I often exhibit a competing style of conflict management, asserting my own concerns and interests without much regard for the perspectives of others. This approach can make me appear dominant and focused on achieving my goals, potentially straining relationships