



ADW | Profile

Conflict Energies Supplemental

This Report Prepared for
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2019-01-07

Interpretation Requirements

ADW | Profile Facilitator Certification Level I

ADW | Profile Certified Coach Level II Recommended

About Conflict Energies

All-In

Full energy into My Point of View and Others' Point of View



Will put in considerable effort to both communicating own needs and understanding the needs of others during conflict

Attend

Full energy into Others' Point of View



Will spend considerable effort into understanding and meeting the needs of others during a conflict; may 'give into' others more readily during conflict to move past the conflict

Drive

Full energy into My Point of View



Will ensure own needs and perspectives are met during conflict; may have a 'win-lose' perspective with others; highly focused on self during conflict

Adjust

Some energy into My Point of View and Others' Point of View



Puts energy into finding a compromise that all parties can live with; is less concerned with the optimal outcome will advocate for all parties to give up something to resolve an issue

Refrain

No energy into any Point of View



Will ignore or not directly confront interpersonal conflicts; may not address important issues with others

All-In

You put energy into your own point of view and others'

Your Primary Conflict Energy is All-In. This likely means:



You put a significant amount of energy into finding a resolution that satisfies, completely, the points of view of others as well as your own during conflict. You have a very strong sense of what you think needs to be accomplished and what the right decision is, and yet you are still highly focused on the needs and perspective of others. You are highly focused on voicing your perspective and opinion and doing what it takes to advance your agenda, while incorporating the feedback and input of others - and working to satisfy their agenda as well. You are motivated to achieve and drive conflicts and projects to completion. You are comfortable confidently stating your opinion, while being respectful and open to the ideas of others.

Uses:

When you need to find an integrative solution and the concerns of both parties are too important to be compromised

When you want to merge insights from people with different perspectives on a problem

When you want to gain commitment by incorporating others' concerns into a consensual decision

Refrain

You put the least of your energy into refraining from conflict

Your Lowest Conflict Energy is Refrain. This likely means:



You tend to not put energy into refraining during conflict. Because of this, you are not someone who is likely to delay having difficult conversations, sidestep certain situations, or actively avoid the potential for conflict. You would likely prefer that conflicts or situations find some resolution. Given that you are not likely to utilize this approach in conflict, it may be that you are someone who would rather not 'walk away' from a situation or 'let go'. Putting more energy into this approach, when necessary and appropriate, would likely free you up to focus on more important matters.

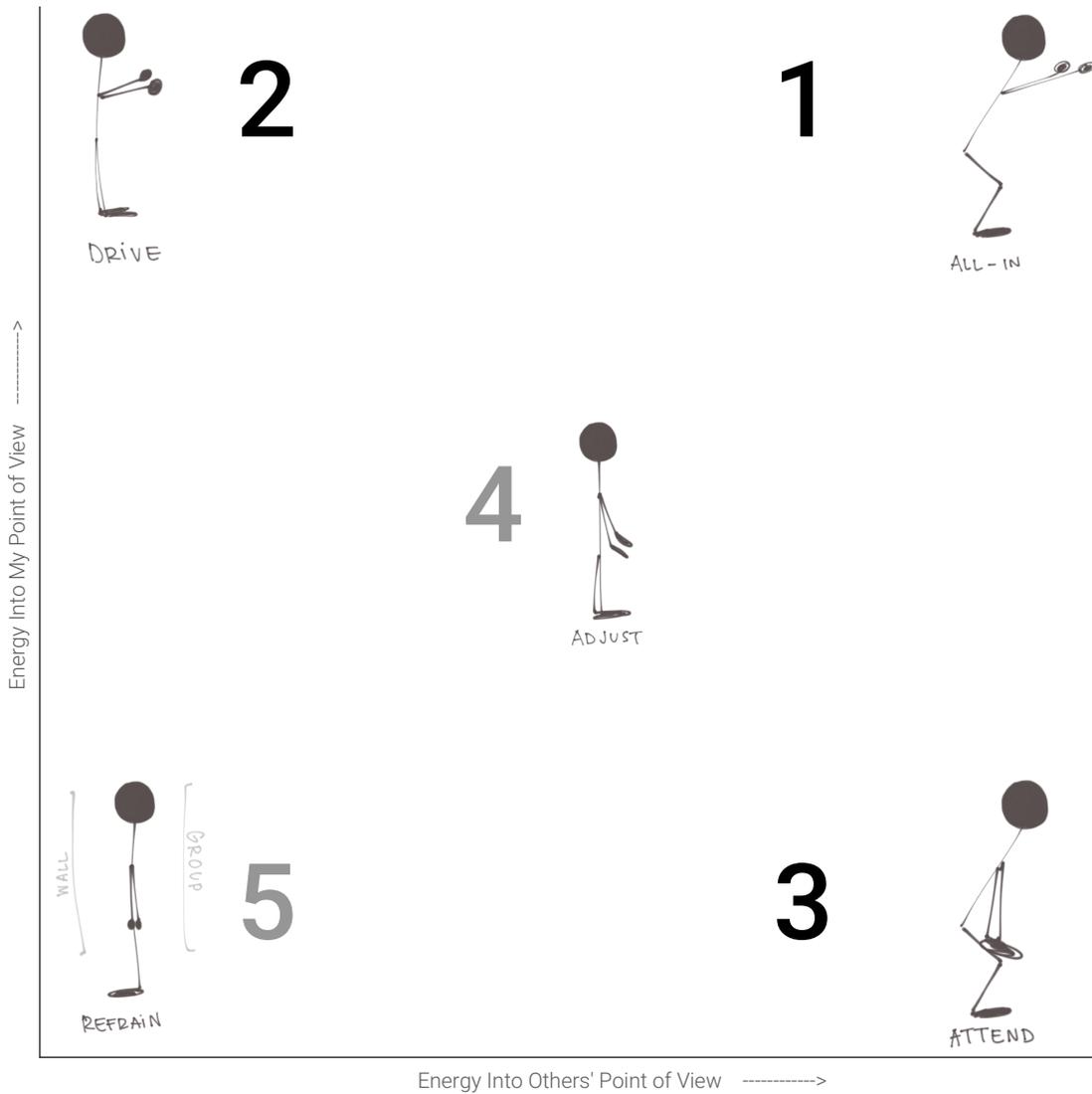
Uses:

When an issue is unimportant, or more pressing matters demand your attention

When a situation may benefit from a 'cool down'

When others can resolve the issue more effectively

Your Conflict Walk



About Your Conflict Walk



Your Conflict Walk represents your unique - and default - process for how you have learned to approach situations where you have a different point of view than others. Most often, you will automatically put your energy into the All-In approach. If All-In doesn't work right away, you will quickly shift your energy to the Drive approach. If that doesn't work, you may shift your energy to Attend. In rare instances, you may resort to Adjust. Seldom will you consider Refrain.

Your Conflict Energies

All-In

91

Will put in considerable effort to both communicating own needs and understanding the needs of others during conflict



Drive

75

Will ensure own needs and perspectives are met during conflict; may have a 'win-lose' perspective with others; highly focused on self during conflict



Attend

63

Will spend considerable effort into understanding and meeting the needs of others during a conflict; may 'give into' others more readily during conflict to move past the conflict



Adjust

25

Will not readily look for the next-best-alternative when in conflict with others; less likely to considers others' perspective



Refrain

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Less inclined to avoid challenging issues; may not know what issues to ignore



