

LSI Conflict Circumplex

LSI Conflict enables you to identify and understand how both your thinking patterns (or "styles") and coping behaviors influence your ability to deal with conflict situations. In doing so, the inventory provides a point-in-time picture of your particular orientation to conflict, reflected in the circular graph or "profile circumplex " on the following page.

LSI Conflict measures three conflict orientations: Constructive (colored blue), Passive/Defensive (colored green), and Aggressive/Defensive (colored red).

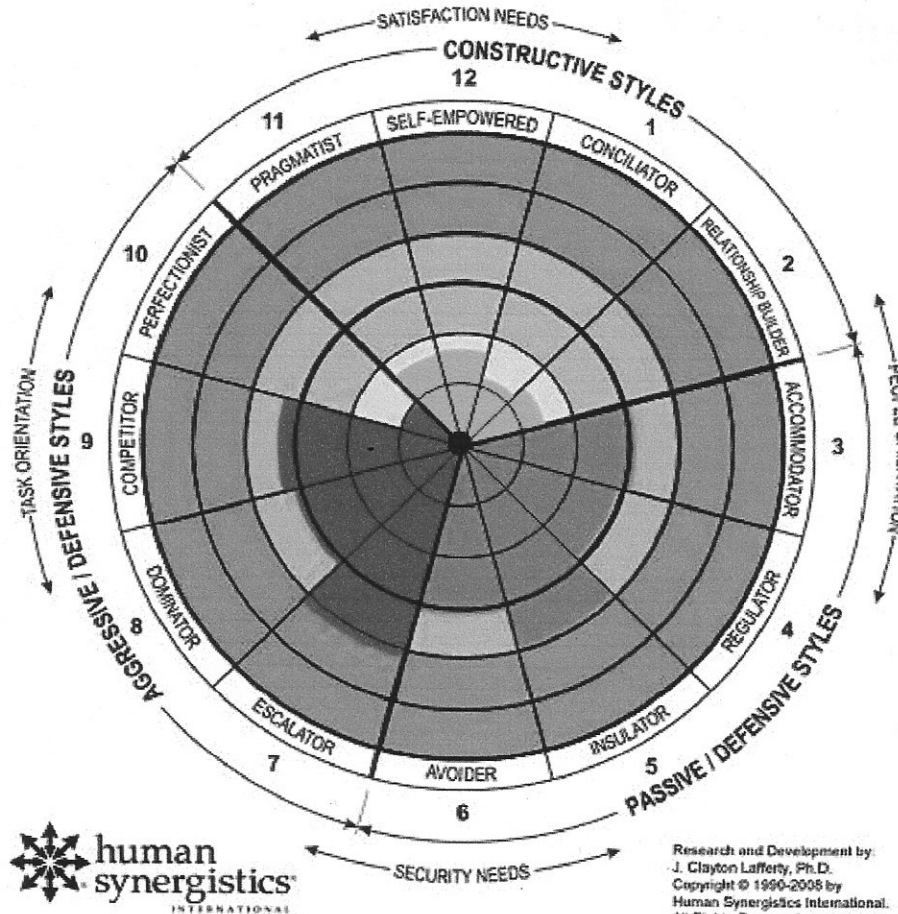
Higher scores for the 11, 12, 1, and 2 o'clock styles reflect a **CONSTRUCTIVE** conflict orientation . Individuals exhibiting these styles deal with conflict effectively; they see conflict situations as opportunities for personal growth, treat opponents as respected equals, and tend to have a goal beyond winning or losing which enables them to benefit regardless of the conflict's outcome.

Higher scores for the 3, 4, 5, and 6 o'clock styles reflect a **PASSIVE/DEFENSIVE** conflict orientation. In general, individuals with these styles are threatened by conflict and assume a passive approach. They believe conflict is unnecessary and destructive and prefer to avoid it.

Higher scores for the 7, 8, 9, and 10 o'clock styles reflect an **AGGRESSIVE/DEFENSIVE** conflict orientation. While individuals with these styles also view conflict as threatening, they tend to deal with it by becoming adversarial and trying to overpower or outwit their opponents.

Your LSI Conflict Profile

The extensions on the circumplex and scores listed in the table below depict your perceptions of how you think and behave across situations, including those involving conflict.



Position	Style	Score	Percentile
11	Pragmatist	23	21
12	Self-Empowered	20	21
1	Conciliator	23	14
2	Relationship Builder	20	18
3	Accommodator	14	57
4	Regulator	14	50
5	Insulator	19	75
6	Avoider	6	55
7	Escalator	12	78
8	Dominator	7	55
9	Competitor	14	60
10	Perfectionist	13	10

Interpreting Your Results

Detailed descriptions of how to interpret your results are provided in the LSI Conflict Self-Development Guide. You can access this using the link provided in your online account, in the left-hand column. Briefly, the *LSI Conflict* circumplex allows you to see how your scores compare against those of 9,207 other individuals. In doing so, your total "raw" score for each style is converted to a percentile score.

The circumplex contains three possible scoring ranges, which correspond to the percentile points listed for each style.

HIGH: Your style is in the high range if it is above the 75th percentile (i.e., the darkly shaded area on the circumplex).

MEDIUM: Your style is in the medium range if it is between the 25th and 75th percentiles (the moderately shaded area).

LOW: Your style is in the low range if it is below the 25th percentile (i.e., the lightly shaded area).

