

## Team attitude toward conflict survey

**Purpose:** To determine how your group approaches conflict.

**Materials:** Copies of survey for each participant.

**Time:** 30 minutes, including time for tabulating and discussing results.

1. Have each group member take the survey on the next page.
2. Group members consider scores individually and collectively.
  - **Higher scores on questions 2, 3, 4, 8, 9, 10, 11** indicate stronger tendencies of the group to be conflict avoidant.
  - **Higher scores on questions 1, 5, 6, 7, 12, 13** indicate that group members may be more willing to embrace conflict.
3. Post this statement: Betty Achinstein says that teachers who embrace conflict create more substantive change. Ask:
  - Do you agree or not? Why?
  - What do the results of the survey show about our team?
  - What do we need to know about conflict that we do not?
  - How do we want to approach our understanding of conflict and where we are as a team in dealing with conflict?



Source: **Achinstein, B. (2002, April).** Conflict amid community: The micropolitics of teacher collaboration. *Teachers College Record*, 104(3), 421-455.

## Team attitude toward conflict survey

For each statement, indicate how strongly you agree or disagree. 1= strongly disagree; 5 = strongly agree.

1. Our team acknowledges differences and solicits statements of different beliefs and practices.	1	2	3	4	5
2. Our team has few tools to deal with public disagreement.	1	2	3	4	5
3. Our members' social ties are strongest with one another.	1	2	3	4	5
4. This group does not openly welcome outsiders.	1	2	3	4	5
5. Group members have ties to many school groups beyond this team.	1	2	3	4	5
6. Team members believe schools should foster critical thinking and transform society rather than maintain the status quo.	1	2	3	4	5
7. The group supports individual and subgroup identities.	1	2	3	4	5
8. Members look for and adhere to solutions that maintain existing relationships, norms, and practices.	1	2	3	4	5
9. Group members' behavior encourages members to maintain current practices and behaviors.	1	2	3	4	5
10. The group does not acknowledge individual and subgroup differences.	1	2	3	4	5
11. Group members effectively stop or quickly change the discussion when disagreements arise, or disagree only privately.	1	2	3	4	5
12. Members use multiple mechanisms for public debate.	1	2	3	4	5
13. Members seek and use solutions that question core norms and lead to changed practices.	1	2	3	4	5