

Personal Conflict Profile¹

1. How would you describe your comfort level with conflict?
2. What was the conflict environment in your home while you were growing up? Were there spirited conversations, or did your family avoid difficult conversations?
3. In what geographic area were you raised? What conflict style was accepted and expected?
4. What pastoral or professional experiences have influenced your ability to engage in unfiltered debate?
5. What other factors might have affected your comfort with conflict?

¹ The concepts presented in this worksheet have been adapted from *The Advantage* by Patrick Lencioni.

LENCIONI'S CONFLICT CONTINUUM

CONSTRUCTIVE

DESTRUCTIVE



1. Please take a moment to reflect on where you typically settle short of the ideal conflict point. Mark an "X" in this spot.
2. What do you need from the team in order to move closer to the ideal?
3. What do you need to do to help the team move there?