

WEBINAR: FROM CONFLICT TO PEAK PERFORMANCE

<p>The answers to this survey will give you a snap shot of how well you have addressed the issues you saw confronting you within your organization (pre-test). You might occasionally refer back to this post-test as you continue to apply the webinar concepts.</p>	<p>1 (Strongly Disagree)</p>	<p>2 (Disagree)</p>	<p>3 (Partially Agree)</p>	<p>4 (Agree)</p>	<p>5 (Strongly Agree)</p>
1. I have learned how to handle issues immediately and effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I know how to gain the trust and support of difficult people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I have learned to solicit alternative solutions and strategies from colleagues and subordinates in dealing with difficult situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. When I have a difference of opinion with colleagues and subordinates, I now find mutually satisfying solutions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I have learned how to avoid opinions and attitudes in discussions with others, preferring facts and results.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I now investigate and research all available information before drawing my conclusions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I have applied the skill of responding to current situations without bringing up other old or unresolved issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I am able to proactively communicate concerns or issues before they become misunderstandings or have potential for conflict.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I have developed the ability to create an atmosphere conducive to open communications in my department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. My colleagues and subordinates have noticed that I maintain strict confidentiality when discussing issues or concerns.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I practice the process of respecting the various points of view my colleagues and subordinates bring to issues and projects.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Even when I am stressed, I do not try to avoid or impose upon colleagues or subordinates who I consider difficult to deal with.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. When talking with colleagues I have mastered the skill of maintain the boundaries between business and personal issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. I engage in positive solution-related discussions rather than assume subordinates share the same goals for the organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. I have developed the ability to stay “on point” in my discussions and disagreements with colleagues and subordinates.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I have learned how to lead by example and set reasonable goals for subordinates to achieve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. I use the strategy of accepting that once a decision has been made, whether I agree or disagree, I tend to put it behind me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. I practice affective dialogue when difficult situations or major challenges arise by openly discussing options.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. I show my ability to problem solve by maintaining a positive perspective and providing encouragement to others, even during highly stressful situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. I constantly provide opportunities for collaboration by creating situations where the organization and my subordinates both win.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>