



CONFIDENTIAL CONFLICT ASSESSMENT

Your participation is 100% voluntary and all responses are confidential.

By completing this form, you give permission to the USF Ombuds Office to use the data for research purposes. There are no anticipated risks or benefits to you for taking part in this study. You can also find this survey at: <http://www.usf.edu/ombuds/resources/conflict-assesment.aspx>

1. How long has this conflict/concern been going on?

- | | | |
|-------------------|---------------------|---------------------|
| Less than 1 week | Between 1-6 months | More than 12 months |
| Less than 1 month | Between 7-12 months | |

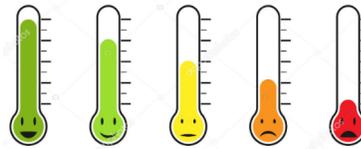
2. How well known is this conflict/concern?

- | | | |
|--------------------------|--------------------------|----------------------|
| Limited to myself | Small group of 5 or less | Widespread knowledge |
| Only between the 2 of us | Less than 10 individuals | |

3. The number of TOTAL hours spent per week on this conflict/concern (including personal time) is:

- 5 10 15 20 20+

4. My current overall stress level is:



5. My PRIMARY workplace conflict resolution style is:

*Conflict style refers to our **default** behavior, it refers to how we naturally negotiate (who we are). It is a product of our personal and family experiences, cultural upbringing, local practices, genetics and personality.*



Competing: highly assertive, with low cooperativeness (low empathy) and concerns for relationships. They make strong, partisan arguments, are firm, like to take charge, and have little interest in input from others.



Collaborating both highly assertive and highly cooperative (highly empathetic). They advocate for their interests while building relationships across the table, including inviting various views and learning about the needs of others.



Compromising: moderately assertive and moderately cooperative (empathetic). Their primary focus is on making the deal, which can be done by meeting halfway.

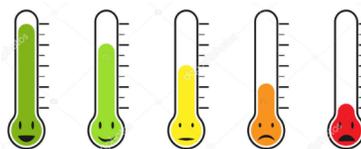


Accommodating: highly cooperative (highly empathetic) with a priority on developing & preserving the relationships, at the low end of assertiveness. They are agreeable, “reasonable,” and (in the short run) want to placate the other side.



Avoiding: the least assertive & least cooperative (least empathetic). Avoiders defer and dodge conflicts. They are conflict averse & give little attention to relationships by withdrawing/delaying responses & suppressing emotions.

6. I feel engaged/connected with USF:



7. This conflict/concern is negatively affecting the following (check ALL that apply):

- | | |
|----------------------------|------------------------------------|
| Productivity | Reputation of Individual(s) or USF |
| Health/Emotional Wellbeing | Workplace Relationships |
| Trust | Student Success |

8. Including the cost of all work hours devoted to this conflict/concern (by me, co-workers, manager, etc.) plus any estimated damages, my “ballpark” estimate of the cost of this conflict/concern to USF is?

- | | |
|-----------------|-------------------|
| \$100 or less | \$10,000 or less |
| \$1,000 or less | \$100,000 or less |
| | \$100,000 or more |

9. How important is it to me that this conflict/concern is resolved?

- | | |
|--------------------|---------------------|
| Not very important | Important |
| Somewhat important | Highly important |
| | Extremely important |

10. Overall, how will resolution of this conflict/concern affect me?

- | | |
|----------|---------------|
| Slightly | Significantly |
| Somewhat | Substantially |
| | Greatly |

11. If the conflict/concern is resolved, how will I benefit?

	1 No impact	2	3	4	5 High impact
Improved Morale					
Increased Trust					
Employee Retention					
Avoid Formal Complaint (HR, etc.)					
Avoid Lawsuit/Litigation					
Avoid Additional Costs of Conflict					
Better Reputation(s)					
Better Working Relationship(s)					
Reduced Stress					
Increased Productivity					
Increased Attendance/Presence					
Contribute to Student Success					
Other:					

12. If the conflict/concern continues, how will it negatively impact me?

	1 No impact	2	3	4	5 High impact
Health and Wellness (stress, loss of sleep, depression, etc.)					
Economic losses					
Damage to reputation					
Formal Complaint(s) filed					
Lawsuit/Litigation initiated					
Productivity declines					
Continued Costs of Conflict					
Relationships weaken (co-workers, family, friends, etc.)					
Work/Life Balance					
Other:					

13. Overall, how will resolution of this conflict/concern benefit USF?

Slightly	Significantly
Somewhat	Substantially
	Greatly

14. If the conflict/problem is resolved, how will USF benefit?

	1 No impact	2	3	4	5 High impact
Improved Morale					
Increased Trust					
Employee Retention					
Avoid Formal Complaint(s)					
Avoid Lawsuit/Litigation					
Avoid Additional Costs of Conflict					
Better Reputation					
Better Working Relationship					
Increased Productivity					
Increased Attendance / Presence					
Improved Student Success					

15. If the conflict/concern continues, how will it negatively impact USF?

	1 No impact	2	3	4	5 High impact
Employee Turnover					
Productivity					
Absenteeism/Presenteeism					
Formal Complaint(s) filed					
Lawsuit/Litigation initiated					
Additional Costs of Conflict					
Damage reputation					
Sabotage, Theft, Fraud					
Student Success					
Employee Engagement					
Project Failures					

16. Which USF campus location do you currently work at?

Tampa

Health

Sarasota-Manatee

St. Petersburg

17. What is your USF employment category?

STAFF:

Supervisory

Non-supervisory

Temporary

FACULTY:

Tenured

Tenure Earning

Clinical / Instructional

Adjunct

ADMINISTRATOR:

Supervisory

Non-supervisory

Temporary

18. How long have you been employed with USF?

0-5 year(s)

6-10 years

11-15 years

16-20 years

21-25 years

26-30 years

31 or more years

19. When were you born?

Before 1946

1946 - 1964

1965 - 1980

1981 - 2000

After 2001

20. Would you describe yourself as

American Indian/Native American

Asian

Black/African American

Hispanic/Latinx

Pacific Islander

Middle Eastern

White/Caucasian

Multi or Other: