

# Handouts & Materials for Exploring Values & Conflict Style in the Workplace

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# Breakout Rooms #1: Group Energizer (4 min)

Each person in your breakout room will compete in a mini 1-minute typing competition. During the test, you will have paragraphs of text that you will copy by typing what you see. The time will begin when you type your first letter.

## To access the test:

- Go to [www.typingtest.com](http://www.typingtest.com)
- Select “1-minute test”
- Select “Text”
- Click “Start Typing Test”

## Record your results:

My typing speed (WPM):

My Errors:

My Adjusted Speed:

After both people in your breakout has completed their test, share results and determine the winner.

# Individual Values Reflection (10 min)

- This is an individual activity. We encourage you to turn off your camera during this time.
- Read through each of the values on the next slide.
- There are blank ones for you to add your own.
- Select the 10 values you find most important.
- You have 10 minutes to do this.

Peace	Justice	Freedom	Equality	Honesty	Diversity	Kindness
Independence	Collectivism	Competition	Mobility	Safety	Efficiency	Harmony
Inclusiveness	Intellectualism	Tradition	Cooperation	Modesty	Patience	Filial Piety
Patriarchy	Matriarchy	Egalitarianism	Autonomy	Heteronomy	Hierarchy	Family Honor
Health	Exploration	High Emotions	Low Emotions	Creativity	Accountability	Humor
Advancement	Recognition	Responsibility	Power	Respect	Integrity	Recognition
Service	Faith	Equity	Growth			

My top 10:

# Breakout Rooms #2: Debriefing Values Activity (20 min)

- **Introductions**
  - Introduce yourselves (names, pronouns, campus, position) and share in one sentence how you're feeling.
  - As a group, review the group norms (next slide).
- **Debriefing Values Activity:**
  - Designate a timekeeper for the group.
  - Each person will have 3 minutes to talk about **their top 3 values** and answer the question: **How do these values impact you in the workplace?** Others in the group should listen silently for the 3 minutes.
  - After the speaker's time is up, the group members will have 2 minutes to ask questions but should not make comments.
  - Rotate until so each group member has an opportunity to share.

# Community Norms

- I will lean into difficult conversations
- I will believe everyone is doing their best
- I will be accountable for the impact of my actions and words
- I will critique ideas, not people
- I will not make assumptions about other people's identities
- I will use "I" statements
- I will take care of myself and take breaks if I need to
- I will accept a lack of closure
- I will agree that what is shared here, stays here and what is learned here, leaves here

# Intercultural Conflict Styles

Direct

## Discussion

### Self-Perception

- Confronts Problems
- Elaborates arguments
- Maintains calm atmosphere

### Other's Perception

- Difficulty in reading between the lines
- Logical but unfeeling
- Uncomfortable w/ emotional arguments

## Engagement

### Self-Perception

- Provides detailed explanations, instructions, info
- Expresses opinions
- Shows feelings

### Other's Perception

- Unconcerned with the views & feelings of others
- Dominating & rude
- Uncomfortable w/ viewpoints separated from emotions

Indirect

## Accommodation

### Self-Perception

- Consider alternative meanings to ambiguous messages
- Able to control emotional outbursts
- Sensitive to feelings of the other party

### Other's Perception

- Difficulty in voicing opinion
- Uncommitted & dishonest
- Difficulty in providing elaborate explanations

## Dynamic

### Self-Perception

- Uses third parties to gather info & resolve conflict
- Skilled at observing changes in nonverbal behavior
- Comfortable with strong emotional displays

### Other's Perception

- Rarely "gets to the point"
- Unreasonable and devious
- Too emotional

Emotional Restraint

Emotional Expressiveness

## Breakout Rooms #3: Intercultural Conflict Styles (10 min)

- As a group discuss the four styles:
  - What were your inventory results?
  - In reading your results:
    - What parts resonated with you?
    - What parts did not resonate with you?
    - Was anything surprising?
- Reminder: Each person will have 3 minutes to talk. Others in the group should listen silently for the 3 minutes.
- After the speaker's time is up, the group members will have 2 minutes to ask questions but should not make comments.



**Note:** in this next activity, you will be completing it about yourself and people you have previously or currently work with. You will be asked to share in a breakout room. Please do not share the person's name or any specific identifying information.

## The Three (Boss, Peer, Direct Report)

Your Name

Their Name & Perceived Conflict

Their Name & Perceived Conflict

Your Values

- 1.
- 2.
- 3.

Actions taken that provide  
evidence of this value

- 1.
- 2.
- 3.

Your perception of their values &  
evidence

Your perception of their values &  
evidence

Your Intercultural Conflict Style

Your Perception of their ISC & How Your  
ICS Style interacts with theirs

Your Perception of their ISC & How Your  
ICS Style interacts with theirs

My Conflict Navigation Strategies as a Leader

# Guides for Drafting a Leadership Mission Statement

## Consider:

- How do you consider the effects, core problems and causes involved in your relationships with the above people?
- How will you navigate conflict now that you are more aware of the effects, core problems and causes involved in the relationships above?
- How does this support and align with your evolution as a leader?

# Breakout Rooms #4: 3 And Me

- Designate a timekeeper for the group.
- Each person will have 4 minutes to share their reflections about the 3 And Me Activity. Others in the group should listen silently for the 4 minutes.
- After the speaker's time is up, the group members will have 2 minutes to ask questions but should not make comments.
- Rotate until so each group member has an opportunity to share.

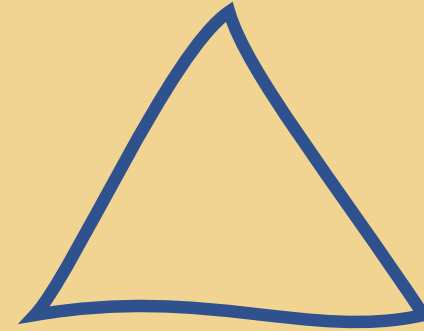
# Final Reflection



Plus

What worked well?

[bit.ly/37TNHOV](https://bit.ly/37TNHOV)



Delta

What should  
we change?