



Basic Group Processes

o Conflict management strategies

- **Dominating:** persisting in conflict until one party attains personal goals at the expense of the other's.
- **Accommodation:** making a sacrifice to resolve conflict.
- **Compromise:** both parties give up some part of their goals.
- **Collaboration:** parties cooperate to reach a solution that satisfies both.
- **Avoidance:** withdrawing from or avoiding the conflict situation.
- **Superordinate goal:** a goal that two conflicting parties are willing to work to attain.

Basic Group Processes

Elizabeth D. Hutchison, Leanne Wood



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