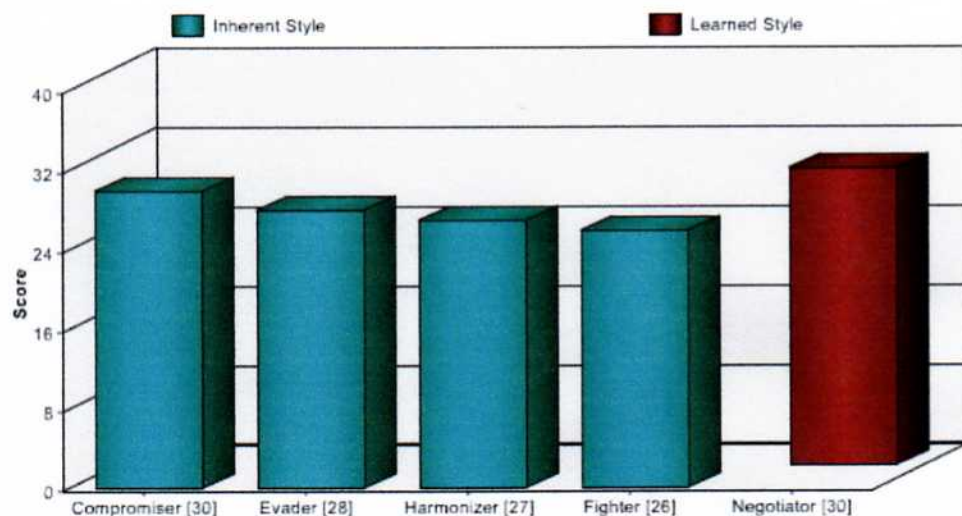


Win Win Assessment - Results



Your Primary Style is: COMPROMISER

Your Secondary Style is: EVADER

Style [Score]	Frequency	Style Descriptor
Compromiser [30]	Medium Use	You use compromise as an alternative when your needs are important to you, and you may have run out of alternatives to resolve issues using any other strategy. You are open to thinking about how to resolve conflict, and you are willing to concede issues if you can find resolution. You are concerned that other people are giving up as much as you are and want the pain to be equally shared.
Evader [28]	Medium Use	You usually assess the value of engaging in conflict to determine how important the issue or person is before determining your course of action. While you don't necessarily avoid a conflict, you entertain the notion of avoiding conflict if you determine it is not in your best interest to pursue the issue.
Harmonizer [27]	Medium Use	You take a fairly balanced approach by determining your own needs and weighing them against the needs of others. If you feel strongly about an issue, you will stick to your position; but you also recognize that others have legitimate points of view and are open to hearing those perspectives. You balance your

needs against the needs of others and, depending on the importance of the issue, will harmonize when necessary.

Fighter
[26] Medium Use

You use the Fighter style when your needs are important to you, and you believe it is an issue that you must support. You use the Fighter style judiciously and only when you strongly believe that you or those important to you may be threatened in some manner. You may also use the Fighter style if the issues are ethical or are based on values that you strongly believe in. You tend to be a competitive person when the issue is important to you.

Negotiator
[30] Medium Use

You are open to using the Negotiator style; however certain conditions must be met for you to feel comfortable doing so. To make this style more attractive, you must have a level of trust with the people with whom you have disagreements. You must feel they are being open and candid with their communications and that they are also interested in exploring new opportunities to resolve differences. If you are comfortable with change and have a future orientation, you are more likely to engage in this style. Otherwise, you will move to compromise to get as many needs met as you can.

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