Conditions Influencing Strategic Choice During Conflict

Condition	What is it?	What increases or decreases its influence?	What strategy (or strategies) does it encourage?
The Dual Concern Model			
1. Self-Concern:	Self-concern is the level of concern a person has for his or her own outcomes in a conflict. It can range from indifference (or perhaps even negative concern) to high concern.	(A) The more important a person feels about the interests at stake, then the stronger and more rigid self-concern that person will have. This can happen when there are deep moral principles of right and wrong or justice involved. (B) Self-concern regarding an issue may be affected by the level of self-concern involved in other issues. High self-concern in other areas may cause low self-concern when dealing with the issue at hand. On the flip side, low self-concern in other areas may cause high self-concern for the issue at hand. (C) The framing of the outcomes may affect self-concern. Positive framing of the options (by emphasizing the potential gains of each) seems to reduce self-concern; negative framing of the options (by emphasizing the potential loses of each) seems to increase self-concern. (D) Fear of confrontation makes a person less assertive and so reduces his or her self-concern. (E) Representatives of groups tend to identify their self-concern with the group's concerns, and so have a higher self concern than any individual member of that group.	The more self-concern Party has, the more assertive they are in advancing their own interests in a conflict. This makes it more likely that Party will adopt either contending or problem solving strategies during a conflict. On the other hand, if Party has low self-concern, they will usually be less assertive and so more likely to adopt either yielding or avoiding strategies when in conflict with Other.
2. Other-Concern:			

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The Perceived Feasibility Perspective			
1. Perceived Common Ground (PCG):			The greater the PCG, the more likely Party will problem solve because…
2. Trust:			The greater the trust, the more likely Party will problem solve because…
3. Conflict Size:			The greater the size of the conflict, the more likely Party will contend because…
4. Worry About Conflict Spirals:			The more worried Party is about causing a conflict spiral, the less likely Party will contend because…

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The Perceived Feasibility Perspective (Continued)			
5. Image Loss:			The greater the risk of image loss, the less likely Party will problem solve or yield because...
6. Position Loss:			The greater the risk of position loss, the less likely Party will problem solve or yield because...
7. Information Loss:			The greater the risk of information loss, the less likely Party will problem solve because...
8. Reputation:			The more concerned Party is with their reputation, the less likely Party will contend because...

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The Perceived Feasibility Perspective (Continued)			
9. Perceived Power & Party's BATNA:			The greater Party's perceived power or the better their BATNA, the more likely Party will contend because…
10. Perceived Counterpower & Other's BATNA:			The greater Other's perceived counter–power or the better their BATNA, the less likely Party will contend because…
11. Time Pressure & Deadlines:			The more time pressure Party feels, the more likely Party will yield because…

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Blame Direction			
1. Other-Blame:			The more that Party believes Other is to blame for the conflict, the more likely Party will contend because…
2. Self-Blame:			The more that Party believes they are to blame for the conflict, the more likely Party will yield because…
3. Mutual-Blame:			The more that Party believes that both they and Other share blame for the conflict, the more likely Party will problem solve because…