

# LEADERSHIP DISEASE CHECKLIST E3. AVCO (AVOCONFLIKTO)

## SYMPTOMS - Signs & Causes

Are you experiencing any of these now or in the past? Which apply to you?

- You find it very uncomfortable to handle conflict.
- As soon as a conflict begins, you tune out or walk away.
- You find yourself in the middle of nearly every disagreement.
- You say or do things that your followers disagree with strongly.
- You want everyone to like you.
- You often find yourself as judge between competing parties.
- People think if you get involved, it will just get worse.
- You find yourself agreeing with everyone even though they are on different sides.
- You cannot, will not, or are unable to balance priorities for yourself or others.
- You avoid conflict situations with people or handle them poorly.
- You want everyone to get along and be one big happy family.
- It seems like there is a lot of gossip in your organization.
- You feel that the parties will remain firm in their thoughts and beliefs no matter what you try.
- You often realize you have picked the weak or wrong side of a conflict.
- Believing it is good for the organization or team, you like to stir things up from time to time.
- You do not understand how experiences and perspectives shape people's thinking.
- You have a difficult time grasping who is in which group.
- You think it is a good idea to keep one foot in each camp.
- If you secretly looked into your soul, you actually enjoy when there is conflict.
- People wonder why you cannot see or understand disagreements.
- You avoid difficult conversations.
- You try to smooth things out and please everyone.
- You think that all parties will remain firm in their positions no matter what you do.

AVCO (AVOCONFLIKTO) - SYMPTOMS: Total Score: