

## managing worldwide skills

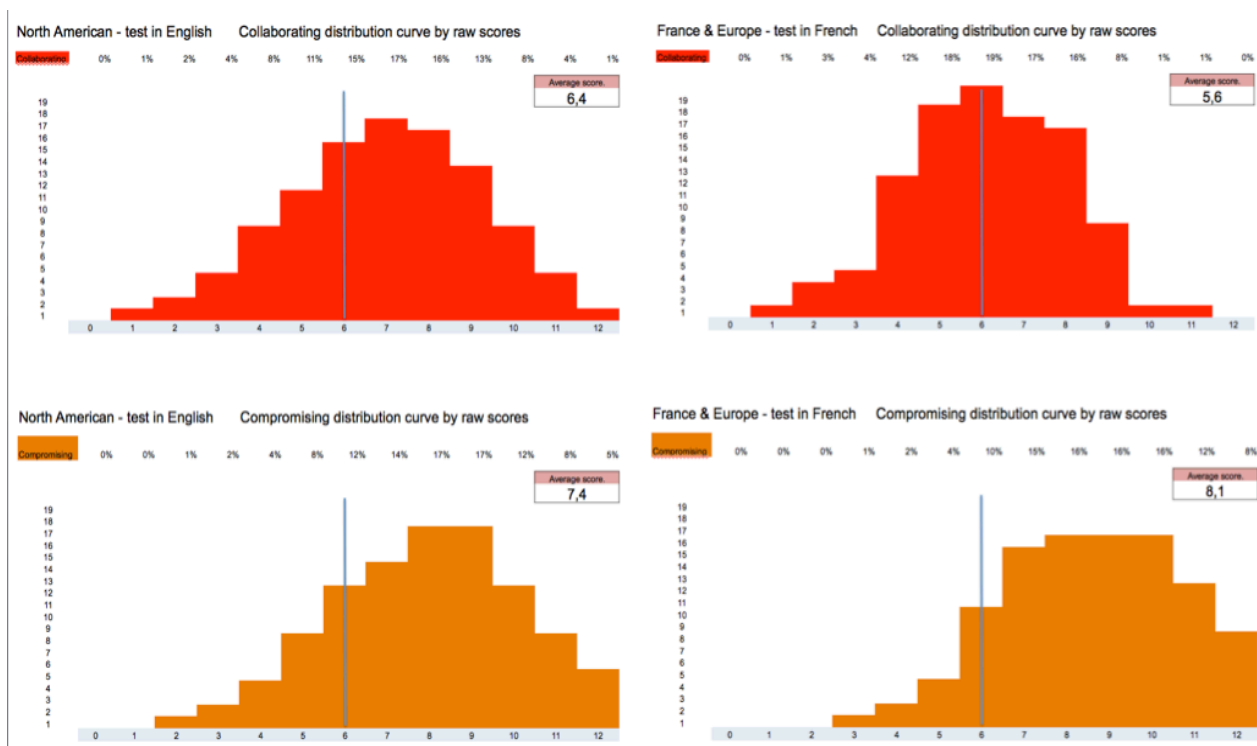
N°15-10 – October 2015

### Is compromise good or bad? - The TKI and cultural perspectives -

Among several subjects and tools, in our next seminar on international negotiation skills, we are going to explore « the 5 conflict-handling modes » of Thomas-Kilmann Conflict Mode Instrument.

Some negotiation environments are very similar to managing a conflict between two or more parties. By effectively applying the most appropriate of the 5 modes (Competing, Accommodating, Avoiding, Collaborating, and Compromising), we can get faster to an agreement.

In addition, in an international environment, the understanding of some cultural preferences often decides the outcome of a negotiation. For example, what would be the result of a French businessperson using his/her normal « competing » mode to his/her Japanese counterpart where the « accommodating » mode is often preferred?



Source: Data from the “Technical brief for the TKI Johnson, Thompson, Anderson, CPP, 2014”.  
Curves and intermediate calculations from MWS.

Another comparison between France and the USA shows a clear difference in the preferred conflict handling modes. For this short article, let's focus only on Collaborating and Compromising mode.

As can be seen in the graphs above, the collaborating mode (in which both parties explore each other's real expectations trying to satisfy most of them even at the expense of time) is much preferred by North Americans than the French.

On the other hand, the French use the Compromising mode (in which, roughly speaking, in the end both parties accept to "split the pear in two parts" as the French expression goes) more often and more spontaneously than the Americans. By the way, in both American and British English, the word itself (compromise) has a fairly negative flavor where as in France, the word (compromise) is fairly neutral and even slightly positive.

If you are interested in discussing the subject further, the MWS team members will be happy to answer your questions. You can also join our seminar on November 23 & 24 in Paris. Please, see the detailed program n°11 on <http://www.mw-skills.com/en/for-you>

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