

Conflict Engagement Decision Scale (CEDS)

This tool is to help individuals answer the subjective question: "Is this difficult situation with this person worth pursuing?"

1. How important is this relationship to you personally?

| | | | | |
|--|---|--|---|---|
| Unimportant / No relationship | Acquaintance / Peripheral relationship | Significant friend / Partner / Valued family Member, etc. | | |
| 0 | 1 | 2 | 3 | 4 |

2. Is this person important to you for another reason?

| | | | | |
|-----------|--------------------------------|--|---|---|
| No | Somewhat (neighbor) | Important (child's teacher job, service provider, etc.) | | |
| 0 | 1 | 2 | 3 | 4 |

3. What is your history with this person?

| | | | | |
|-------------------------|--|--------------------------|---|---|
| Very conflictual | No history / Rarely conflictual | Never conflictual | | |
| 0 | 1 | 2 | 3 | 4 |

4. How have previous attempts at having tough conversations with this person typically turned out?

| | | | | |
|--|--|---|---|---|
| Have tried and Were very Unsuccessful | Haven't tried / We can talk but have no resolutions | We have had them and they were fruitful / achieved resolutions | | |
| 0 | 1 | 2 | 3 | 4 |

5. What is this person's reputation with others?

| | | | | |
|---|------------------------------|--|---|---|
| People avoid or argue With this person / Viewed as difficult | Unknown / Neutral | Person is generally liked and respected | | |
| 0 | 1 | 2 | 3 | 4 |

Scoring: Add all your scores together to get a final total.

Scores 0 – 6: This person is either not integral to your life, or there is history of extreme / negative interactions, making it unnecessary / unwise to engage with this person or situation.

Scores 7 – 10: This relationship could be new, unknown or difficult for you. Due to these factors, caution is advised. Each relationship is unique. Therefore, further information, outside of this questionnaire, should be considered before making the decision to address the situation/topic or not.

Scores 11 – 14: There are strong reasons to believe that this person and situation is significant enough to seek a healthy relationship through open communication and conflict resolution.

Scores 15 – 20: This relationship is important to you. Spending the time and effort needed to address a difficult situation is also important. This can increase closeness and avoid possible resentments and regret.