



Conflict in the workplace has an emotional component that can have a very real impact on the current and future career success of all individuals involved.

Consider if any of these statements apply to you. Answering “yes” to an item can mean that conflict at work is taking a toll on your career success, health, or personal happiness. Answering “yes” to multiple items may mean that you are jeopardizing your future by not taking an active role in managing conflict in your work life.

CAREER	YES	NO
I work for a good company, but I've considered leaving just to be rid of conflict in my office		
I have quit at least one job at a good salary because of long-standing employee conflict rather than for more pay		
I have left a job because of my boss rather than for a better opportunity		
I think that my work environment suppresses my enthusiasm and creativity, which makes me look average or underachieving		
I think my department has been overlooked for additional resources due to the reputation of feuding and internal problems		
Picking up the slack of non-contributing team members makes my personal productivity suffer		
I feel that work conflict played a role in a layoff that included me		
HEALTH		
I am taking “mental health days” to be rid of unresolved work tension		
I seem to need to unwind with alcohol after work rather than taking a walk, exercising, or spending time with family or friends		
I have some insurance co-payments that I might not if I weren't experiencing needless stress		
I think about problems with co-workers, boss, or direct reports when I could be relaxing		
I spend my commute time worrying about tension at work		
I believe that my health has suffered due to strained work relationships and work conflict		
I have gained (or lost) weight as a result of work stress that can be linked to strained work relationships		
PERSONAL		
I have a hard time keeping work concerns from spilling over into relationships with family and friends		
I feel I am less trusting of others as a result of past or current work situations		
I worry that I'm a poor role model for my children because I'm often in a bad mood about work		
I view myself as a complainer and negative		
My morale is low and I feel high amounts of stress due to the ongoing employee issues and poor leadership in my office		
I spend too much time talking to my spouse, friend, etc. about a poor work relationship		

Scoring: Total number of “YES” boxes.

1-3 You are feeling some effects from conflict at work. Conflict situations are typically easiest to solve when addressed early. Look at your role in the situation and attempt to resolve issues directly and early. Seek help if this appears difficult on your own.

4-6 Conflict at work is detracting from your ability to be successful, healthy, and enjoy life outside of work. If your attempts to improve your situation have not been working, ask for help now in improving your conflict handling ability and that of your workplace.

7 and above Conflict at work is taking a significant toll on you. If approaches you've tried so far haven't succeeded, don't give up. Seek resources and support within and outside of work for your health, career success, and personal well-being.