There are five styles of conflict resolution that people use during a controversy or conflict:

- Avoidance
- Accommodation
- Competition
- Compromise
- Collaboration

**Avoidance (low assertiveness/low cooperation)** – When one has no willingness to cooperate and is not willing to state own wishes or concerns

**Accommodation (low assertiveness/high cooperation)** - When one is very willing to cooperate or to get along with others, but is not willing to state his/her own wishes or concerns, he/she may accommodate the wishes of others.

**Competition (high assertiveness/low cooperation)** - When one has little or no willingness to cooperate and a very strong desire to state his/her own wishes or needs, his/her conflict response style will be competitive.

**Compromise (medium assertiveness/medium cooperation)** - When one has some willingness to be cooperative and some willingness to state his/her own needs or wishes, then he/she may compromise – give a little to get a little of what he/she wants.

**Collaboration (high assertiveness/high cooperation)** - When one has a strong motivation to cooperate and to state his/her own needs or wishes, then a desire for mutual benefit allows for a collaborative response.

Here is where each conflict resolution falls in terms of assertiveness and cooperation: