

## The Team Conflict Questionnaire

Members of sport teams do not always agree completely as to what the team should do and how it should go about doing it. Also, team members can get frustrated, angry, or irritated when the actions of teammates interfere with or detract from their personal performance and objectives. This may result in conflict.

There are no right or wrong answers so please give your immediate reaction. Some of the questions may seem repetitive but please answer all questions. Your candid responses are very important to us. Your responses will be kept in strict confidence. Neither your coach nor anyone other than the one administering the questionnaire will see your responses.

This portion of the questionnaire is designed to assess your perceptions of the presence of conflict within your athletic team **DURING COMPETITIONS OR PRACTICES.**

Using the following scale, please circle a number from 1 to 9 to indicate your level of agreement with each of these statements.

### Conflicts Associated with Individual and Team Performance

1. The team's ability to be successful is jeopardized because of heated disagreements during competition

1	2	3	4	5	6	7	8	9
Strongly Disagree		Somewhat Disagree		Neither Agree Nor Disagree		Somewhat Agree		Strongly Agree

2. Strong disagreements during practice between members of our team disrupt our progress towards achieving team goals

1	2	3	4	5	6	7	8	9
Strongly Disagree		Somewhat Disagree		Neither Agree Nor Disagree		Somewhat Agree		Strongly Agree

3. It is nearly impossible to function effectively because of the intensity of the disagreements between members of our team during practices

1	2	3	4	5	6	7	8	9
Strongly Disagree		Somewhat Disagree		Neither Agree Nor Disagree		Somewhat Agree		Strongly Agree

4. The extreme animosity associated with the disagreements among members of our team effects our performance

1	2	3	4	5	6	7	8	9
Strongly Disagree		Somewhat Disagree		Neither Agree Nor Disagree		Somewhat Agree		Strongly Agree

5. The anger associated with the disagreements among members of our team effects our performance

1	2	3	4	5	6	7	8	9
Strongly Disagree		Somewhat Disagree		Neither Agree Nor Disagree		Somewhat Agree		Strongly Agree

6. Members of our team have intense disagreements to the point of dysfunction

1	2	3	4	5	6	7	8	9
Strongly Disagree		Somewhat Disagree		Neither Agree Nor Disagree		Somewhat Agree		Strongly Agree

7. There is tension among members of our team over disagreements about performance expectations

1	2	3	4	5	6	7	8	9
Strongly Disagree		Somewhat Disagree		Neither Agree Nor Disagree		Somewhat Agree		Strongly Agree

**This portion of the questionnaire is designed to assess your perceptions of the presence of conflict within your athletic team DURING SOCIAL SITUATIONS (away from practices and competitions). As was the case above, there are no right or wrong answers so please give your immediate reaction. Again, we want to point out that some of the questions may seem repetitive but please answer all questions. Your candid responses are very important to us. Your responses will be kept in strict confidence. Neither your coach nor anyone other than the one administering the questionnaire will see your responses.**

**Conflicts Associated with Team Interpersonal Interactions**

8. Personal friction among members of our team leads to angry confrontations at social gatherings

1	2	3	4	5	6	7	8	9
Strongly Disagree		Somewhat Disagree		Neither Agree Nor Disagree		Somewhat Agree		Strongly Agree

9. The heated disagreements among members of our team in social situations become personal

1	2	3	4	5	6	7	8	9
Strongly Disagree		Somewhat Disagree		Neither Agree Nor Disagree		Somewhat Agree		Strongly Agree

10. Members of our team stop speaking to each other over personal disagreements in social situations

1	2	3	4	5	6	7	8	9
Strongly Disagree		Somewhat Disagree		Neither Agree Nor Disagree		Somewhat Agree		Strongly Agree

11. Emotions run high in social situations about personal differences brought to light

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Strongly Disagree</b>		<b>Somewhat Disagree</b>		<b>Neither Agree Nor Disagree</b>		<b>Somewhat Agree</b>		<b>Strongly Agree</b>

12. The negativity from personal disagreements makes it difficult for members of our team to be friends

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Strongly Disagree</b>		<b>Somewhat Disagree</b>		<b>Neither Agree Nor Disagree</b>		<b>Somewhat Agree</b>		<b>Strongly Agree</b>

13. Members of our team have negative emotional confrontations that hinder the enjoyment of our social events

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Strongly Disagree</b>		<b>Somewhat Disagree</b>		<b>Neither Agree Nor Disagree</b>		<b>Somewhat Agree</b>		<b>Strongly Agree</b>

14. Disagreements at social gatherings escalate quickly that damages and tears our team apart

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Strongly Disagree</b>		<b>Somewhat Disagree</b>		<b>Neither Agree Nor Disagree</b>		<b>Somewhat Agree</b>		<b>Strongly Agree</b>