



A 360-degree assessment tool to
improve conflict management skill

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CDP-I Report

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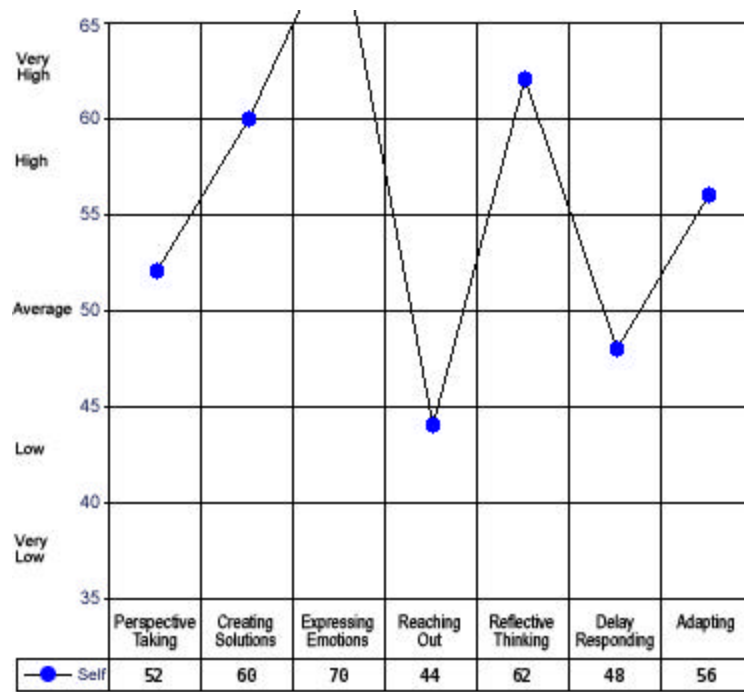
This report has been prepared based on your answers to the CDP-I questions. Three graphs are presented that deal with constructive response to conflict, destructive responses to conflict, and hot buttons. You will be able to read about each of the behaviors mentioned on the graphs as well as what your scores mean in the CDP-I development guide. Click on the link below to obtain a PDF version of the guide.

In order to compare your responses to those of the thousands of people who have taken the CDP, standardized scores are used. Along the left side of each graph you will see numbers ranging from 35 to 65. Scores in the 45-55 range are considered average. Scores from 55-60 are high. Scores above 60 are very high. Scores between 40-45 are low. Scores below 40 are very low. Some of your scores may be off this graph. In those cases your actual numerical score for each response or hot button will be shown along the bottom of the graph.

[Click here](#) to download a PDF version of the CDP-I development guide.

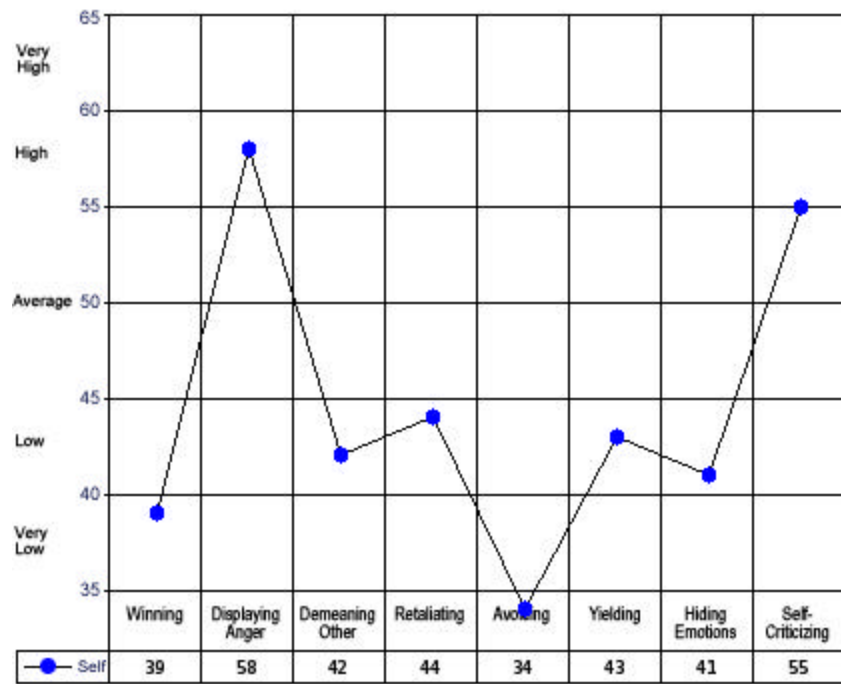
Constructive Responses to Conflict

Constructive responses are behaviors which research has demonstrated to be highly effective in keeping the harmful effects of conflict to a minimum. The CDP-I measures seven such behaviors that are described in the CDP-I development guide. Your answers are compared against the scores of thousands of other people and are presented on the graph in terms of whether they are higher, lower or about average in relation to how other people score themselves. In general, **higher scores** are more desirable on this constructive responses graph.



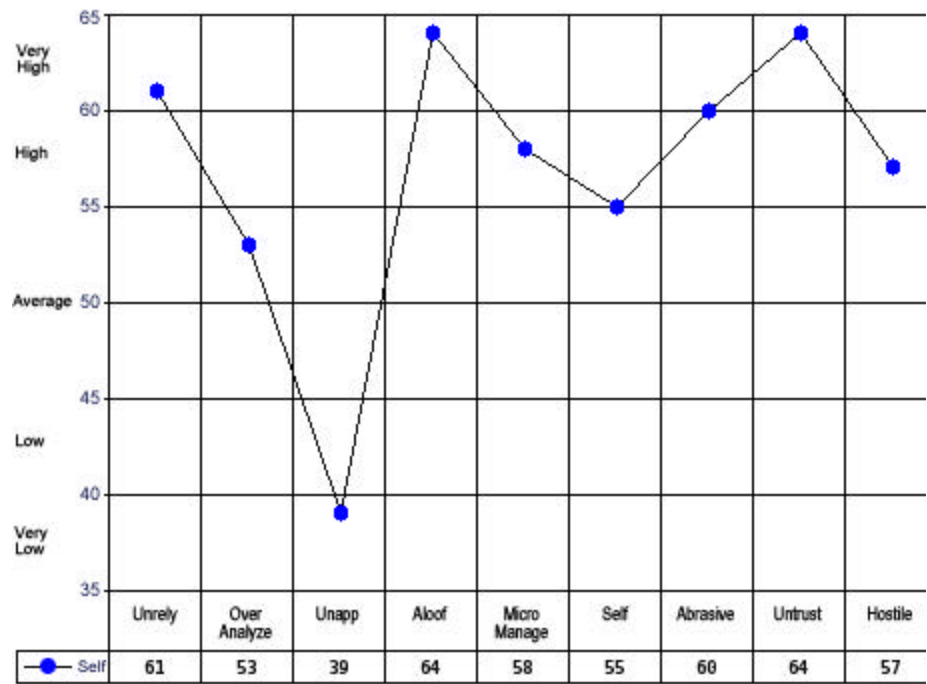
Destructive Responses to Conflict

Destructive responses are behaviors which research has demonstrated to escalate or prolong conflict. The CDP-I measures eight such behaviors that are described in the CDP-I development guide. Again, your answers are compared against the scores of thousands of other people and are presented on the graph in terms of whether they are higher, lower or about average in relation to how other people score themselves. In general, **low scores** are more desirable on this destructive responses graph.



Hot Buttons

Hot buttons are people or situations which may irritate you enough to provoke conflict by producing destructive responses. The CDP-I measures nine hot buttons that are described in the CDP-I development guide. As with the constructive and destructive responses to conflict, your answers to questions about hot buttons are compared against the scores of thousands of other people and are presented on the graph in terms of whether they are higher, lower or about average in relation to how other people score themselves. Scores over 55 tend to point out behaviors which are more likely to push one of your hot buttons.



Interpreting Your Scores

The best way to review these graphs is to use the CDP-I development guide. It contains sections that give you the theory behind the CDP-I, descriptions of each of the behaviors and hot buttons measured on the graph, explanations of what the scoring means, recommendations for how to improve particular responses and cool down particular hot buttons, and additional resources you can use to improve your conflict management skills.

When you first go to the CDP-I development guide, we recommend that you start with the worksheets on pages 3 and 4 to prioritize which responses to conflict and hot buttons you want to address. We recommend that you print out the development guide once you have downloaded it.

If you haven't already done so, click on the link below to download the CDP I development guide.

[CDP-I Development Guide](#)

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