



CONFIDENTIAL CONFLICT ASSESSMENT

Your participation is 100% voluntary and all responses are anonymous.

By completing this form, you give permission to the USF Ombuds Office to use the data for research purposes.

There are no anticipated risks or benefits to you for taking part in this study.

You can also find this survey at: <http://www.usf.edu/ombuds/resources/conflict-assesment.aspx>

1. How long has this conflict/concern been going on?

- Less than 1 week
- Less than 1 month
- Between 1-6 months
- Between 7-12 months
- More than 12 months

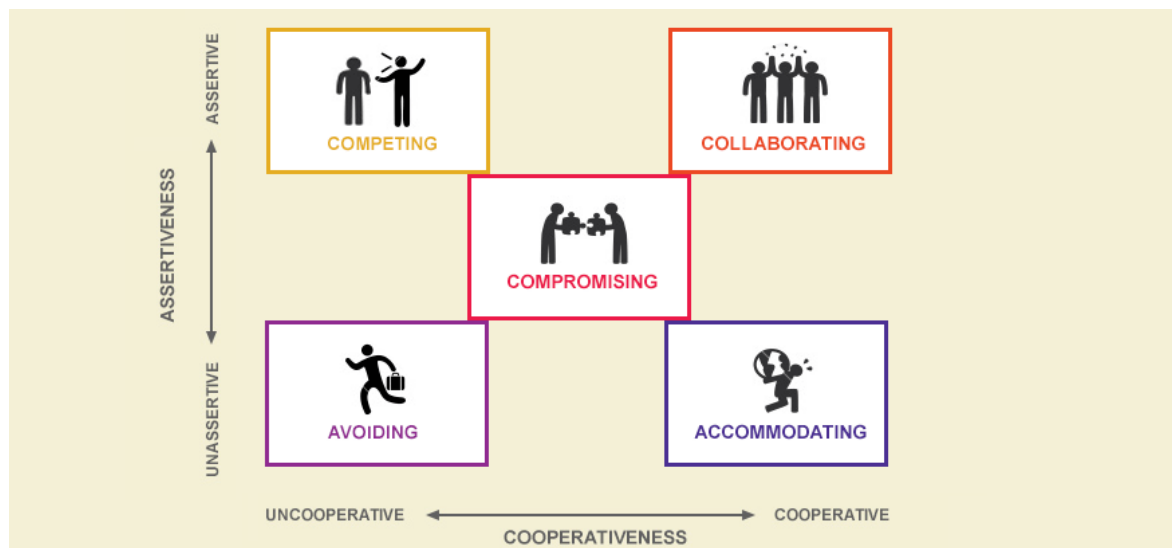
2. How well known is this conflict/concern?

- Limited to myself at this point
- Only between the 2 of us
- Small group of 5 or less
- Less than 10 individuals
- Widespread knowledge

3. The approximate number of TOTAL hours spent per week on this conflict/concern (including personal time) is:

- | | |
|----|-----|
| 5 | 15 |
| 10 | 20 |
| | 20+ |

4. My PRIMARY conflict resolution style is: (Click on the chart below)



© 2009 CPP, Inc. All Rights Reserved

5. This conflict/concern is negatively affecting the following (check ALL that apply):

- | | |
|----------------------------|------------------------------------|
| Productivity | Reputation of Individual(s) or USF |
| Health/Emotional Wellbeing | Workplace Relationships |
| Trust | Student Success |

6. Including the cost of all work hours spent on this conflict/concern (by me, co-workers, manager, etc.) plus any estimated damages, my “ballpark” estimate of the cost of this conflict/concern to USF is?

- | | |
|-----------------|-------------------|
| \$100 or less | \$10,000 or less |
| \$1,000 or less | \$100,000 or less |
| | \$100,000 or more |

7. How important is it to me that this conflict/concern is resolved?

- | | |
|--------------------|---------------------|
| Not very important | Important |
| Somewhat important | Highly important |
| | Extremely important |

8. Overall, how will resolution of this conflict/concern affect me?

- | | |
|----------|---------------|
| Slightly | Significantly |
| Somewhat | Substantially |
| | Greatly |

9. If the conflict/concern is resolved, how will I benefit?

	1 No impact	2	3	4	5 High impact
Improved Morale					
Increased Trust					
Employee Retention					
Avoid Formal Complaint (HR, etc.)					
Avoid Lawsuit/Litigation					
Avoid Additional Costs of Conflict					
Better Reputation(s)					
Better Working Relationship(s)					
Reduced Stress					
Increased Productivity					
Increased Attendance					
Contribute to Student Success					
Other:					

10. If the conflict/concern continues, how will it negatively impact me?

	1 No impact	2	3	4	5 High impact
Health and Wellness (stress, loss of sleep, depression, etc.)					
Economic losses					
Damage to reputation					
Formal Complaint(s) filed					
Lawsuit/Litigation initiated					
Productivity declines					
Continued Costs of Conflict					
Relationships weaken (co-workers, family, friends, etc.)					
Work/Life Balance					
Other:					

11. Overall, how will resolution of this conflict/concern benefit USF?

Slightly	Significantly
Somewhat	Substantially
	Greatly

12. If the conflict/problem is resolved, how will USF benefit?

	1 No impact	2	3	4	5 High impact
Improved Morale					
Increased Trust					
Employee Retention					
Avoid Formal Complaint(s)					
Avoid Lawsuit/Litigation					
Avoid Additional Costs of Conflict					
Better Reputation					
Better Working Relationship					
Increased Productivity					
Increased Attendance					
Improved Student Success					

13. If the conflict/concern continues, how will it negatively impact USF?

	1 No impact	2	3	4	5 High impact
Employee Turnover					
Productivity					
Absenteeism					
Formal Complaint(s) filed					
Lawsuit/Litigation initiated					
Additional Costs of Conflict					
Damage reputation					
Sabotage, Theft, Fraud					
Student Success					
Employee Engagement					
Project Failures					

14. Which USF campus location do you currently work at?

Tampa Health Sarasota-Manatee St. Petersburg

15. What is your current USF employment status?

STAFF:

Supervisory
Non-supervisory
Temporary

FACULTY:

Tenured
Tenure Track
Non-tenured
Instructor/Adjunct

ADMINISTRATION:

Supervisory
Non-supervisory
Temporary

16. How long have you been employed with USF?

0-5 year(s)	11-15 years	21-25 years
6-10 years	16-20 years	26-30 years
		31 or more years

17. When were you born?

Before 1945	1965 - 1980	
1946 - 1964	1981 - 2000	After 2001

18. Would you describe yourself as?

American Indian/Native American	Pacific Islander
Asian	White/Caucasian
Black/African American	Other
Hispanic/Latinx	