

Proverb: Say what you mean and mean what you say.

- **You believe that intense expressions of emotion can get in the way of the resolution process.**
- **You prefer to talk openly but calmly about disagreements.**
- **You believe that facts can speak for themselves.**
- **You find that sitting down “face to face” is the best way to resolve conflict.**
- **You are suspicious of someone who is overly emotional in a conflict.**

Proverb: Hear one and understand ten.

- You are able to “read between the lines.”
- You believe intense emotional outbursts inhibit effective resolutions.
- You believe it is most important to maintain harmony in relationships.
- You believe the listener is responsible for clearing up misunderstandings or confusion.
- You find displays of emotion embarrassing.
- You use stories or analogies to get your point across without offending others.
- You use 3rd party intermediaries to help resolve conflict.

**Proverb: It is good to know the truth,
but it is better to speak of
palm trees.**

- **You believe you can tell a lot about a person by observing their body language.**
- **You often employ stories or metaphors to get your point across.**
- **You prove your credibility through expressions of emotion.**
- **It is okay to raise your voice in a conflict.**
- **You employ third party mediators to help gather information.**
- **Emotional commitment must be displayed openly, you can't just say you "care" you must show it . through your actions.**

**Proverb: After a storm, fair weather,
after sorrow, joy.**

- **You believe one's sincerity is shown through displays of emotion.**
- **You provide detailed explanations, instruction and information during a conflict.**
- **You like to "put everything on the table."**
- **Your feelings are displayed through nonverbal cues.**
- **You believe it is okay to raise your voice if it helps get your point across.**
- **You think it is unhealthy to contain your emotions.**
- **It isn't enough to say you care, you must show it.**