

# DEI AND CONFLICT STYLES

TKI Mode	Women	Men
Competing	44	57
Collaborating	58	58
Compromising	58	41
Avoiding	49	49
Accommodating	46	46

*Note: Updated TKI norm sample, N= 8,000 (50% women).*

TKI Mode	African-American	Asian	Caucasian	Latinx
Competing	44	44	57	57
Collaborating	41	41	58	41
Compromising	58	41	41	58
Avoiding	65	65	49	49
Accommodating	46	62	46	46

*Note: Ethnic groups selected from updated TKI norm sample, n= 803 African Americans; 414 Asians; 5,580 Caucasians; and 655 Latinos, Latinas/Hispanics*

# DEI AND CONFLICT STYLES

TKI Mode	Entry Level	Non-supervisory	Supervisor	Management	Executive	Top Executive
Competing	44	44	44	57	57	57
Collaborating	41	41	41	58	58	58
Compromising	41	58	58	58	58	41
Avoiding	57	65	49	49	34	34
Accommodating	62	62	46	46	46	46

*Note: Updated TKI norm sample, N= 8,000 (400 entry level; 1,622 nonsupervisory; 1,577 supervisor; 2,812 management; 1,189 executive; 400 top executive)*