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GOAL CONFLICT

Goal conflict occurs when the attainment of one goal excludes the possibilities of attaining another. Four major forms of goal conflict are –

Approach-approach conflict

Approach- avoidance conflict

Avoidance-avoidance conflict

Multiple approach-avoidance conflict



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Approach-approach conflict:- This conflict arises when the individual is caught between two or more positive but mutually exclusive goals. For example, a person is feeling hungry and sleepy at the same time. This conflict is resolved by giving up one of the goals.



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Approach- avoidance conflict:- This conflict arises when an individual is simultaneously attracted to and repelled by a single goal object. For example, a person picks up the telephone receiver and begins to dial the number of someone from whom he or she wants to ask a favour, but fearing he or she may insult the other person or be turned down, he or she quickly puts the receiver back on the hook.



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Avoidance-avoidance conflict:- This conflict arises when an individual is forced to choose between two negative but exclusive goals. For example, a choice between the pain from a chronic disease such as ulcers and the fear of going to the hospital for surgery.



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Multiple approach-avoidance conflict:- A conflict of this type, in which two alternatives- both involving positive and negative features- is referred to as a double approach-avoidance conflict. Dancing at Delhi would have been a breakthrough in the life of the boy, but his mother's death snatched the opportunity from him. Marriage with the damsel would have turned the boy's life for better, but it did not.



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Styles/Techniques of conflict management:- Conflict Resolving Styles:-

- 1. Avoiding**
- 2. Accommodating**
- 3. Competing**
- 4. Compromising**
- 5. Collaborating**