Acumen in Handling Workplace Conflict Proves Pivotal in Successful Human Resources Management, Employee Development Systems, Inc. Launches Campaign to Help Leaders Decrease Negative Effects of Systemic Workplace Conflict

Employee Development Systems is providing a complimentary trial of the Dealing with Conflict Instrument (DCI), encouraging leaders to learn their conflict style and how to navigate –and diminish workplace conflicts.

Denver, CO ([PRWEB](#)) November 02, 2011 -- A recent survey of 357 human resources professionals currently working in the business, government, education, consulting and not-for-profit sectors shows that 98% of human resources professionals handle conflict at work. Because 81% of those surveyed have seen conflict lead to someone leaving the organization and 77% have seen it result in absenteeism. Leaders are encouraged to try the complimentary [Dealing with Conflict Instrument](#) to learn how they can successfully resolve conflict.

Root Causes and Typical Solutions

The following are the top five root causes of workplace conflict:

1. Warring egos and personality clashes (86%);
2. Poor leadership (73%);
3. Lack of honesty (67%);
4. Stress (64%)
5. Clashing values (59%)

Business environments with heightened workplace conflict experience high turnover costs, increased sick time and absenteeism, unproductive use of valuable time and increased legal costs.

If handled effectively, conflict can become a catalyst for positive solutions. Typically, human resources professionals have seen positive resolutions lead to: better problem solving (57%); major innovations (21%); increased motivation (31%); a better understanding of others (77%); and higher work team performance (40%).

Employee Development Systems, Inc. is offering a [complimentary trial](#) of the Dealing with Conflict Instrument. This online instrument takes less than 15 minutes to complete. The result is a 23-page customized report that gives each user the opportunity to identify their conflict resolution tendencies and learn how to leverage their current resolution tactics in tandem with collaboration for much greater conflict resolution. Most of all, the customized report will help professionals determine which of five resolution styles to implement, according to the relationship and situation.

Knowledge of the five conflict resolution styles and the ability to determine which one will result in the most success in each situation is only one immediately useful component to the Dealing with Conflict Instrument (DCI). The complimentary customized report will give professionals "use it today" takeaways on the power of a truly collaborative conflict situation, including:

•   How to determine if the situation is actually "collaborative."

- Ways to shift the communication dynamic in order to create a collaborative environment.
- Keys to gaining investment from both or all sides and a commitment to a collaborative outcome.

Professionals who try the complimentary Dealing with Conflict Instrument (DCI) from Employee Development Systems, Inc. will be able to use the information in their report to help their own conflict resolution skills and to put others' tactics into a new perspective. Readers are invited to try the Dealing with Conflict Instrument and receive their complimentary report via email within 30 minutes. Click here to take the DCI now.

*Research data provided by Psychometrics, Inc.

About Employee Development Systems, Inc.
Employee Development Systems, Inc. is a Colorado-based professional development firm that was founded in 1979 and offers employee development, management development, leadership and professionalism courses and accompanying behavioral style assessments, surveys and other tools. Employee Development Systems, Inc. provides services worldwide to Fortune 500 clients as well as small to medium-sized businesses.

The organization's mission is to enhance the interpersonal skills needed to perform at a more productive level, to develop a workforce that adapts to change, and is creative and innovative and to make the client organization the employer of choice. This is accomplished through establishing trust, building relationships and fostering behavioral change. Employee Development Systems, Inc. training and development initiatives address employee engagement, multiple generations in the workplace and the ramifications of social media and collaboration.

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Online Web 2.0 Version
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