

Profitizing Conflict Worksheet

Every workplace has a Conflict Management System, a basic or underlying conflict-handling style that guides behaviors, affects costs, and impacts profitability. This worksheet identifies some of the categories we explore in terms of calculating the cost of conflict in an organization and then profitizing it. We work with the Workplace Fairness Institute ([www.workplacefairnessinstitute .ca](http://www.workplacefairnessinstitute.ca)) when undertaking a Workplace Assessment, ensuring our clients have the benefit of a globally recognized expert in Conflict Management Systems.

For each of the categories below, consider, in terms of conflict, what your current cost is, your desired cost and the profit available with a Conflict Management System.

| WFI - CMS | | MAY 2015 | | |
|--|--|------------------------|--------------|--------|
| COST CATEGORIES | | CURRENT ESTIMATED COST | DESIRED COST | PROFIT |
| Direct Costs | | | | |
| Legal costs | | | | |
| Employee absences | | | | |
| Health costs | | | | |
| Employee attrition rates and costs of replacement | | | | |
| Sabotage/Theft/Damage | | | | |
| Restructuring Costs | | | | |
| Time Costs | | | | |
| Manager Time | | | | |
| HR Time | | | | |
| Employee Time | | | | |
| Productivity Costs | | | | |
| Reputation Costs | | | | |
| System Review Costs | | | | |
| System Modification Costs | | | | |
| Other Costs Determine workplace-specific costs | | | | |
| TOTAL COSTS | | | | |