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# **Mastering the Thomas-Kilmann Conflict Mode Instrument (TKI): Celebrating More Than 50 Years of Resolving All Kinds of Conflicts**

By Ralph H. Kilmann

Ralph Kilmann, co-creator of the renowned Thomas-Kilmann Conflict Mode Instrument (TKI), announces his latest book, [Mastering the Thomas-Kilmann Conflict Mode Instrument \(TKI\)](#), a comprehensive guide that takes readers on a transformative journey through conflict management. Drawing from his extensive expertise and deep understanding as co-creator of the TKI, Kilmann presents a fresh examination of conflict resolution techniques, delving into both personal and global conflict scenarios.

Beginning with an in-depth examination of the TKI Conflict Model's foundational principles, the book embarks on a meaningful exploration of resolving conflict. Kilmann expertly guides readers through the two underlying dimensions of the model, the five conflict-handling modes, and the three diagonal dimensions that provide a profound interpretation of TKI results.

**Mastering the Thomas-Kilmann Conflict Mode Instrument (TKI)** goes beyond theory, equipping readers with the essential tools to navigate conflict situations with confidence. Kilmann presents the eight key attributes that define a conflict scenario, enabling individuals to determine the most appropriate conflict mode to employ. Whether it be competing, collaborating, compromising, avoiding, or accommodating, readers will learn to make informed choices and effectively utilize the conflict modes based on the unique circumstances they face.

One of the highlights is Kilmann's detailed interpretation of six diverse TKI Profiles, offering readers invaluable insights into their personalized conflict-handling behavior. Armed with this self-awareness, individuals will be empowered to enhance their approach to conflict resolution and foster healthier relationships.

This is also Kilmann's first book to include the TKI TEAM Report. Representing a significant evolution in the TKI product line, this report is designed for team dynamics, offering a fresh perspective on conflict management within group settings.

Importantly, the role of inner conflicts in shaping one's approach to external conflicts is addressed. By examining four fundamental inner conflicts—physical body vs. energy body, ego vs. soul, self as separate vs. integrated with surrounding systems, and resolved vs. unresolved primal relationships—readers will gain profound insights into how their internal conflicts influence their external interactions.

The book culminates with Kilmann tackling some of the most pressing conflicts known to humanity: civil wars and international wars. By delving into the causes of these disastrous conflicts, he introduces the progressive stages of human consciousness, with a particular emphasis on the ethnocentric stage. Kilmann passionately advocates for the advancement of human consciousness towards a worldcentric and eventually spiritcentric perspective, fostering unity and interconnectedness for a thriving future.

**Mastering the Thomas-Kilmann Conflict Mode Instrument (TKI)** is a testament to Ralph Kilmann's unrivaled expertise and significant contributions to conflict management. This book serves as a guide for individuals, teams, and even societies, providing them with the necessary tools to transform conflicts into opportunities for growth, understanding, and harmony.

#### ABOUT THE AUTHOR:

Ralph H. Kilmann, Ph.D., is CEO and Senior Consultant at Kilmann Diagnostics (KD). In this position, he has created as well as produced all of KD's online courses and assessment tools on conflict management, change management, expanding consciousness, and quantum transformation. Ralph's online products are used by such high-profile organizations as Amazon, Bank of America, DuPont, Exxon Mobil, FedEx,

GE, Google, Harvard University, JP Morgan Chase, Microsoft, NASA, Siemens, Twitter, the U.S. Army, and the World Health Organization.

Ralph Kilmann is an internationally recognized authority on systems change. He has consulted for numerous corporations throughout the United States and Europe, including AT&T, IBM, Ford, General Electric, Lockheed, Olivetti, Philips, TRW, and Xerox. He has also consulted for numerous healthcare, financial, and government organizations, including the U.S. Bureau of the Census and the Office of the U.S. President. Kilmann has published more than twenty books and one hundred articles on such subjects as conflict management, organizational design, problem management, change management, and quantum organizations. He is also the coauthor of more than ten assessment tools, including the Thomas-Kilman Conflict Mode Instrument (TKI), the Kilman-Saxton Culture-Gap® Survey, and the Kilman Organizational Conflict Instrument (KOCI).

From 1991 to 2001, Kilmann was the George H. Love Professor of Organization and Management at the Katz School of Business, University of Pittsburgh, following his previous twenty years as a full-time faculty member at the same university.

Ralph Kilmann earned both his B.S. in graphic arts management and M.S. in industrial administration from Carnegie Mellon University, and a Ph.D. degree in the behavioral sciences in management and social systems design from the University of California, Los Angeles.

He resides in Newport Coast, California.

#### ABOUT THE BOOK:

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