BROWNSTONE
Mediation Services
"Cornerstone of Resolution and Reconciliation"

CONFLICT SYMPTOMS CHECKLIST

Check each symptom you're seeing in your workplace. Then ask: What might be happening beneath the surface?

Communication Symptoms	**Trust Symptoms**	**Team Symptoms**
□ Increase in misunderstandings □ Rumors increase □ Important information withheld □ Meetings are less productive □ Email tone becomes defensive	□ Employees stop speaking up □ Increased skepticism □ Reduced collaboration □ Blame-shifting □ Lack of follow-through	□ Cliques emerge □ Employees avoid each other □ Increased complaints □ Rising absenteeism □ Declining morale
Leadership Symptoms	**Organizational Symptoms**	**Performance Symptoms**
□ Difficult conversations avoided □ Inconsistent accountability □ Favoritism concerns □ Mixed messages □ Decision-making slows	□ Increased turnover □ Lower engagement scores □ Increased ER issues □ Greater resistance to change □ Increased formal complaints	□ Work quality declines □ Deadlines are missed □ Team productivity suffers □ Expectations misaligned □ Customer impact increase

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Better Teams. Better Relationships. Better Performance.