

Most people understand their primary conflict disposition. What most don't realize is that they also have a secondary — and that combination tells the more complete and useful story.

## WHAT IS A SECONDARY DISPOSITION?

Your secondary disposition is the orientation you reach for when your primary isn't working, when the context changes, or when the stakes are high. Some combinations amplify each other. Others are in productive tension. Both are worth understanding.

COMBINATION	WHAT IT MEANS IN PRACTICE
<b>Distancer — Harmonizer</b>	You need space, but you care deeply about the people involved. Once you have processed, you re-engage with genuine warmth.
<b>Distancer — Bargainer</b>	You step back first, then engage practically. You tend to produce thoughtful, workable solutions because you don't rush either the thinking or the negotiating.
<b>Distancer — Puzzler</b>	You use the distance productively — turning space into insight before engaging analytically.
<b>Harmonizer — Distancer</b>	You restore connection but know when to step back — preventing over-investment in situations that aren't ready for repair.
<b>Harmonizer — Bargainer</b>	You don't just want harmony — you want fair outcomes. Care married with practicality is a powerful combination.
<b>Harmonizer — Puzzler</b>	Heart and mind together. You restore connection and understand what broke it in the first place.
<b>Bargainer — Distancer</b>	You know when to step back from a negotiation — a discipline that makes your agreements stronger.
<b>Bargainer — Harmonizer</b>	You find middle ground while protecting the relationship. People feel safe negotiating with you.
<b>Bargainer — Puzzler</b>	You look beneath the surface for trades that actually work — producing more creative and durable agreements.
<b>Puzzler — Distancer</b>	Space to think sharpens your analysis and improves your timing when you re-engage.
<b>Puzzler — Harmonizer</b>	Analytical depth and genuine care — a rare and powerful combination in conflict work.
<b>Puzzler — Bargainer</b>	Complexity understood, practically applied — the combination most naturally suited to mediation.

## HOW TO USE THIS INFORMATION

When you know your combination, you can start to notice the moments when you shift between orientations — and make that shift more intentional. The goal is not to override your natural style but to expand your range so you have more choice about how you show up.

*Find your personal combination at [conflictmanagementspace.com](http://conflictmanagementspace.com)*