

IMPLEMENTING THE INTERCULTURAL CONFLICT STYLE INVENTORY IN THE UNDERGRADUATE AGRICULTURAL EDUCATION CURRICULUM

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INTRODUCTION & NEED

- Navigating conflict is cited as one of the top fears, both among students working in teams, along with adults in the workplace (Brown & Jarldorn, 2023; Mahon, 2009).
- There is not a shortage in the amount of opinions, ideas, and perspectives that shape our beliefs and perceptions, and this influences how we go about leading across differences.
- Tuckman reminds us that “storming” is one key element of working in a team in his model of group development (Brown & Jarldorn, 2023).
- Having the skill to navigate the highs and lows of working on a team is essential to achieving success and accomplishing the needed tasks in a productive and healthy manner.
- The Intercultural Conflict Style (ICS) consists of 18 items that seek to understand the respondent’s preferred ways of communicating ideas in difficult situations or times of conflict.
- Implementation is needed in our classrooms and workplaces if we wish to have positive industry contributions today and in the future.

METHODOLOGY

- 41 undergraduate students completed the ICS.
- ICS facilitator became familiar with how to leverage this learning experience for students.
- Students had time to reflect on their results.

RESULTS & IMPLICATIONS

- Students reported they gained invaluable insight as to their own conflict style, and they recognized their personal discoveries as a result of the ICS can be used in a variety of applications.
- Insights assisted students in small and large tasks, ranging from how to approach conflict in class projects, navigating challenges as part of student organizations, along with the strengths and areas for development within their own ICS.

FUTURE PLANS & ADVICE

- Integration into a freshman and senior course can reveal changes in students’ ICS over the years.
- Remind students this experience is most accurate and meaningful when taken with integrity.
- Remind students this inventory is only a tool; being aware of results allows us to have an opportunity to grow and develop as leaders (Hammer, 2009; ICS Inventory, LLC, 2022).
- One-on-one conversations between students and ICS facilitators can be another strategy to helping students have a more impactful experience.

COSTS & RESOURCES

- A single ICS costs \$16, but those purchasing over 100 at a time receive discounts of up to \$2 per ICS (ICS Inventory, LLC, 2024).
- Funding sources may include the USDA National Institute of Food and Agriculture (NIFA) grants or grants within state or post-secondary institutions.



FULL ABSTRACT

Scan the QR code to access the references and the full abstract.

