

Scenarios:

1. In your lab, you are someone who regularly engages and speaks up with answers. You notice that a small group of male students (3-4) have a tendency to talk over you, and can be disruptive in the lab. You have asked them politely to refrain from this behavior, but they continue to engage in this behavior. One of them even responded back to you with, "Chill. We're fine. Take care of yourself."
2. When you are out on the quad, eating lunch and reviewing a research paper, another undergrad approaches you. She asks if she can talk with you. (She is in one of your classes and the two of you have become friends.) She shares that she believes the professor is picking on her. She shares examples that have occurred in lecture, where she raised her hand to answer a question and the professor responded with "You again? Give someone else a chance to answer?" And, "Okay, okay, I know you know the answer....what?"
3. One of your peers, another undergraduate student, has shared that she is getting very frustrated with the PI in the lab. She feels that she doesn't get the same attention as her male colleague. She shares that her PI tends to seek out the male colleague all the time. Even though she knows the answers and can help support his needs, the PI still seeks out the other colleague.
4. You are someone who prides herself on being a hard worker, being dedicated to your work, and doing what it takes to get the job done. Your PI has mentioned on occasion, "Yes, I know you did this work. Don't be such an overachiever. Give someone else a chance." Another male colleague hasn't done as much as you, and doesn't put in the same effort. You have seen the PI say to him "Great job John! Keep up the good work."
5. A classmate of yours discloses to you that a TA has been "hitting on her." When you ask for more information, she says that he's been asking her out on dates, he emails her late at night not about class stuff, he makes a point of sitting next to or very close to her in section/lab.
6. As a Latina undergrad, you often find that you are the only Latina in your classes, in the lab, at events, etc. You and other students are gathered in the student lounge to work on a presentation due in 5 days. The conversation gets off topic and moves towards current events. Someone says, "I may not get into grad school, cuz I'm a White guy. I bet that spot will go to some minority with lower gpa/GRE."

In your group, which of the conflict management styles best suits the situation, and what are the pros and cons of that style.