Overview

The Thomas-Kilmann Conflict Mode Instrument (TKI) assesses an individual’s behavior in conflict situations – that is, situations in which the concerns of two people appear to be incompatible. It is a self-report questionnaire developed by Kenneth W. Thomas and Ralph H. Kilmann in the early 1970’s. The intent of the TKI is to (a) make you more aware of your conflict-handling mode and (b) provide a way for you to steer conflict situations in constructive directions.

Completing the TKI

Like the MBTI® you are also required to complete, the TKI is not a test, but rather an indicator. Therefore, please do not search for the “best” answer. Spend only a few seconds thinking about each phrase you read, and select the most representative one for you. Unlike the MBTI®, the TKI looks at your behaviors, not your personality.

Plan to spend about 20 – 30 minutes completing the instrument.

Online Instructions

Any computer with Internet access will allow you to complete the MBTI® online. For the site to function properly, your Internet browser must meet the minimum requirements of Microsoft® Internet Explorer Version 5.5 or Firefox®2 (or later versions), running on Microsoft® Windows 2000 or Windows XP operating system.

Below, find the step-by-step instructions for completing the MBTI® online.

1) Using a web browser, access the CPP Online Assessment site: https://online.cpp.com
2) Enter the following Login (case sensitive): ChicagoBooth
3) Enter the following Password (case sensitive): Launch123
4) Leave the “UserID” blank, unless you are a return user and have a UserID Number. Click: LOGIN
5) From the “Pick an assessment” menu, Click: BEGIN for the “TKI”.
6) The “Assessment Information Batch Name” is pre-selected for you as WEBBATCH. Complete the rest of the demographics pages. Click: CONTINUE after completing each page.
7) Complete the assessment. Click: DONE at the bottom of the page.
8) Write down your User ID that the system supplies. After completing the assessment, a message appears prompting you to log out. Click: LOGOUT
9) If you cannot complete your assessment in its entirety, click SAVE & COMPLETE LATER. Write down your UserID that the system supplies. Click: LOGOUT and close your browser session. To continue the assessment, return to Step 1 above and start again, enter your USER ID in Step 4 and click RESUME in Step 5.
10) You will receive your results at LAUNCH.

Questions? Contact the Leadership Development Office at EWMBALEAD@ChicagoBooth.edu.