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| **Free Range (Open)** | **Caged (Closed)** |
| Achievement Theory of Behavior | Authoritarian leadership |
| Brainstorming in Conflict Management | Behavior approach to learning |
|  | Charismatic |
|  | Closed climate |
| Collective efficacy theory of behavior | Equity theory of behavior |
| Cooperation | Expectancy theory of behavior |
| Constructivist | External locus of control |
| Distributed/ shared leadership | Extrinsic motivation |
| Enthusiasm | Fear |
| Incremental view of ability | Hygiene theory |
| Interest based approach to conflict | Motivators |
| Internal locus of control | Pawns |
| Intrinsic motivation | Position based approach to conflict management |
| Listening | Pygmalion and My Fair Lady |
| Loosely coupled  | Rational systems |
| Natural systems | Resentment |
| Open climate | Stable perspective of ability/capacity |
| Open/social systems | Use of standards for conflict management |
| Use of options in conflict management | State and federal mandates |
| Origins | Tightly coupled structure |
| Professional structure | Transactional leadership |
| Recognizing the interest of others in conflict management | Weberian structure |
| Self efficacy theory of behavior | \*Talking |
| Self determination theory of behavior | \*Preparation |
| Servant leadership |  |
| \*Talking |  |
| Transformational |  |
| \*Preparation |  |

*Formative Quiz: Nicholas, Danielle, Josh*