

The only concentration of results for question eight is in the area of communication problems. "Lack of communication" received thirty-four votes for the first three rankings. "Misunderstood communication" received twenty-nine votes for the first three rankings. The category that would be the next in line for number of votes for the first three rankings would be "personality clashes" which received twelve votes. It is interesting to see the categories that received the highest total votes for the first seven rankings.

Lack of communication.	42
Misunderstood communication.	39
Style of leadership.	27
Personality clashes.	26
Lack of openness and honesty	26

Following are the questions that required a verbal answer and a sampling of the replies given. The number next to the question corresponds to the number of the question in the survey.

6. Have you ever experienced open conflict in your team relationship?
If yes, please explain the nature of the conflict. Yes 23 No 27

Examples of answers from team leaders:

If by conflict you mean disagreement over a philosophy or means of ministry--yes.

Disagreement on opinions, honest and open debate over subjects that are being discussed. We provide freedom for that.

Usually involves practical decisions about how or when rather than questions of principle. Differences are generally resolved quickly.

Failure to agree on how given tasks were to be carried out. Disagreement on philosophy of discipline.