

## Abstract

The aim of this study is firstly, to explore the intercultural and intracultural conflict resolutions among Hong Kong Chinese and American and secondly, to examine the reasons and concerns for using and for not using avoidance as conflict resolutions. 168 Hong Kong Chinese and 124 Americans were participated in this study. Result surprisingly found Hong Kong Chinese used integrating more than American does. Hong Kong Chinese also showed more compromising than Americans but no differences were found for the other less assertive conflict resolutions-avoidance. Conflict reduction, relationship-concern, fairness and face are considered as concerns in choosing avoidance. People reasons for not choosing avoidance include outcome-concern, relationship-concern and fairness. No significant differences were found in the perception of avoidance among two groups.