

How to Negotiate: The Art of Getting What You Want

Part 2: Creatively Exploring Mutual Benefit

IS THE SPACE SAFE?

Relationship: Build connection
Notes and Reflections

Interests: Seek to understand
Notes and Reflections

My Interests

1. Top Interest
- 2.
- 3.
- 4.
- 5.
- 6.
7. Bottom Interest

Options: Priming creativity
Notes and Reflections

Negotiation

Phase 2 – Creatively Exploring Mutual Benefit

Is the Space Safe?

Negotiation can be a tremendously creative process which benefits both sides. In order to unlock the creativity, we must create safe and friendly space where interests are shared. Then both sides can collaborate to find creative solutions for mutual benefit.

Relationship. Build connection

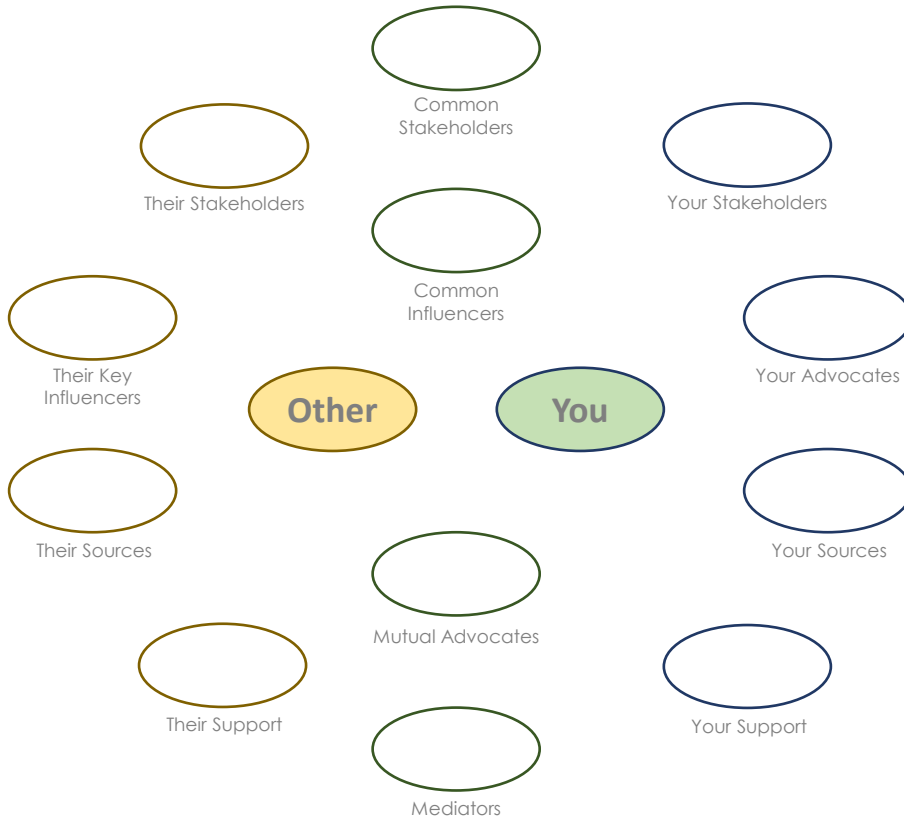
- Make the space safe and friendly
- Build rapport, talk about commonality, offer compliments, express appreciation
- Listen and attune to the other person
- In the space to the right, think about what you might do or say to create the safe and friendly space
- Know also that the negotiation is taking place within an eco-system of relationships. In the space below, identify key relationships and stakeholders which may influence the process and outcomes.

What commonalities do you share?

What do you admire about the other?

What are you grateful for in the other?

How will I attune to the other person?



Negotiation

Phase 2 – Creatively Exploring Mutual Benefit

Interests. *Seek to understand*

- Ask questions to understand the other side's interests
- In the space to the right, think about what questions you might ask to understand the other's interests
- Express empathy for the other side's situation (use "mirroring language")
- In the space below summarize their main interests. Communicate your understanding of their interests.
- In the space below summarize your main interests. Where possible, communicate your interests in terms of their interests.

(Question 1)

(Question 2)

(Question 3)

(Question 4)

What are **your main interests**?

What are **their main interests**? (incl. emotions, pressures, fears, goals, how they like to make decisions, etc.)



Space of Creative Solutions

Options. *Priming creativity*

- Once the safe and friendly space has been established and the both sides understand each other's interests...
- ...the two sides can begin to creatively explore mutually beneficial positions
- To facilitate the creativity, consider limiting assumptions you and the other person may be making. What would it mean to challenge those assumptions?
- In the space to the right, identify some assumptions which may be challenged.
- After challenging limiting assumptions, both sides should generate some potential (priming) positions which may satisfy the interests of both parties.
- In the space to the right, think about some potential priming positions
- Express priming positions tentatively (as opposed to definitively)

(Assumption 1)

(Assumption 2)

(Assumption 3)

(Assumption 4)

(Position 1)

(Position 3)

(Position 2)

(Position 4)

Negotiation

Agreements and Expectations

