

Values Negotiation

- I. Historical Context
 - A. Thinking independently of our own beliefs and biases is tricky business
 - B. "Value Free" thinking ~ the 'Holy Grail' of relationships
 - C. Validation changes the process (the mechanics) of conversation
 - D. Process over content
- II. Shared Values
 - A. Identifying commonalities ~ 'the Zone of Agreement'
 - B. Creating the best environment in which to negotiate
- III. Paraphrasing
 - A. The act of repeating ideas back to the speaker in the listener's own words
 1. Requires concentration, rehearsal and practice
 2. Prevents 'defensive rebuttal formation'
 3. Helps to take bias out of the equation
 - B. Taking physical notes ~ always a good idea, helps to stay focused
 - C. Fully validating each participant's perspective
 1. As much value and consideration as one's own
 2. Not necessary to agree, just to validate (culturally conditioned to defend)
- IV. Solution Focused
 - A. Detailed list of all possible conditions necessary for possible solutions
 - B. Least extreme > Most extreme
 1. What lies in the middle? (Helps to frame the parameters)
- V. Negotiated Perspective
 - A. Casting your vote ~ majority rules (if more than 2 parties)
 - B. Compromise, Trade-offs, Bartering
 1. If you leave the table with your agenda intact, negotiation didn't happen
 - C. Establishing equity
 1. If you don't get some of what you wanted, negotiation didn't happen
- VI. Assimilation of the new perspective
 - A. New 'negotiated perspective must be adopted'
 1. As if *it were our own from the beginning.*
 - B. New 'negotiated' perspective must be internalized
- VII. Integration of the new perspective
 - A. Committing it to memory, visualizing, rehearsing, practicing
 - B. Putting the mindset to be integrated on tape
 1. Harnessing the power of 2 brain systems
 - a) RAS (reticular activating system) ~ partial to one's own voice
 - b) Auditory processing system (temporal lobe) ~ 35% of brain-power
- VIII. Practice
 - A. Time and repetition ~ daily
 - B. Like learning a new language ~ expect failures
- IX. Debriefing after each encounter - 'playing the game tape'
 - A. Analyzing performance
 - B. Integrating findings into future encounters