Working with Interests



Positions Versus Interests

Positions:

 Solutions parties put forward as their idea of how they will be satisfied.

• Example:

- "I want \$100,000 for my property."
- "That road will NOT cut through my property."

WHAT I WANT

Understanding Interests

Interests:

- Needs that a party wants to have satisfied
- Goals that a party wants to meet
- What Motivates a person to seek a solution Example:

"We want financial security for our future"

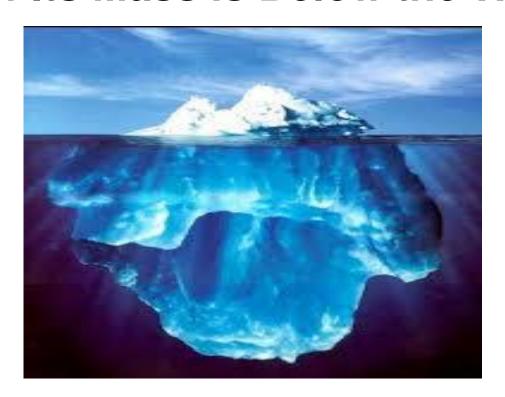
"We want our input taken seriously"

"I want to retain the value of my home"

WHY I WANT IT

Think of An Iceberg

7/8 of Its Mass is Below the Water



Interests are often "below" the surface Unknown even to the person

Uncovering Interests

When a **position** is stated, ask:

- Tell me how that important to you?
- What would that solution accomplish?
- What changes would that solution make in your life?
- What if that did happen?
- How would that affect you?
- What bothers you most about that situation?
- What concerns do you have about what might happen?

Working with Interest

- Note shared or compatible interests
- Redefine the problem in terms of the interests
- Cultivate working together to find a solution that meets all interests.

