

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.

