



Competitive Strategy

- You may consider the relationship with the other party unimportant.
- If one party has more power than the other, they may tend to use that power to their advantage.
- Communication is closed and unreliable.
- Attitude towards the other person is suspicious and hostile.
- Your goal is to win and for them to lose.
- Either verbally or mentally you emphasize the differences between you, particularly value differences.
- You may challenge the legitimacy or authority of this particular person as your counterpart in the negotiation.
- You may assume that any misjudgments on their part are committed intentionally and with bad will.
- Tactically, you may use threats, deception, force or power plays.

Directions:

1. Read the statements above and **underline** the key concepts or words in each statement.
2. Based on those key words or concepts, write your own definition describing what a **competitive** strategy might look and sound like:



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Competitive strategy is where a person uses their power deception advantage and perhaps lies to win at all costs. The relationship is unimportant and hostility and threats are made.



Collaborative Strategy

- You will consider your current and future relationships between you important.
- If there is a power imbalance between you, you will consider it unimportant because you are looking for buy-in from the other, not compliance.
- You will attempt to keep your communication with the other party open and honest.
- You will attempt to maintain a trusting and friendly attitude toward the other party.
- You will be looking for a “win-win” type solution.
- You will emphasize shared values and beliefs.
- You will accept the legitimacy of the other party to negotiate with you.
- You will assume misjudgements committed were unintentional.
- Tactically, you search for common ground and acceptable solutions.

Directions:

1. Read the statements above and **underline** the key concepts or words in each statement.
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Directions:

1. Read the statements above and **underline** the key concepts or words in each statement.
2. Based on those key words or concepts, write your own definition describing what a **collaborative** strategy might look and sound like:

Collaborative strategy is where both parties agree to a solution that is a win-win. Relationships are impacted and trust is used to find common ground and acceptable solution for both parties.



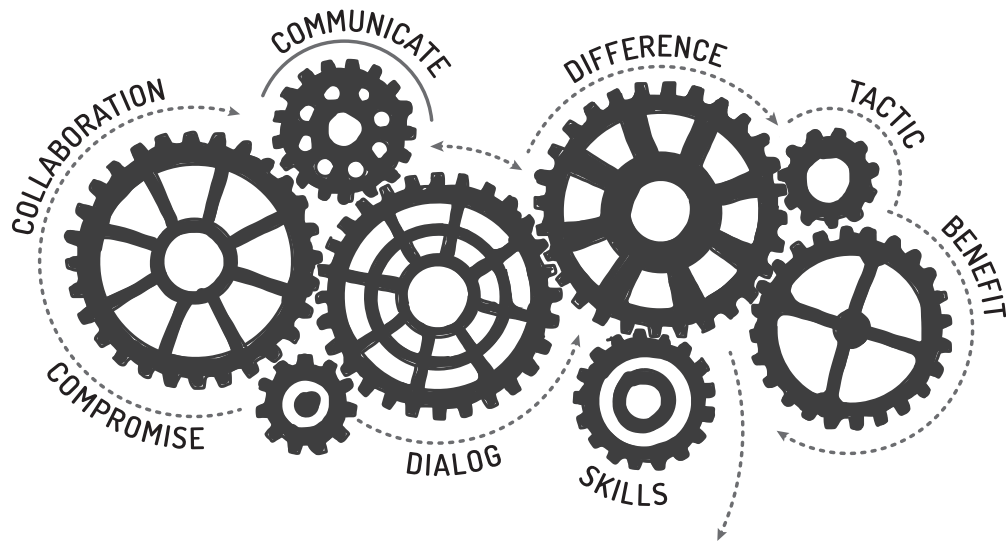
Collaborative Negotiation Steps

Name: _____

Steps on Collaborative Negotiation:	Person 1	Person 2
<p>Position: Explain the position for each person. (Explain each person's point of view regarding the conflict.)</p>		
<p>Needs: Identify what each person really NEEDS. (Emotional needs: respect, trust, honesty, safety, etc./Physical needs: money, food, etc.)</p>		
<p>Reframe: "How Can WE..." (Restate the conflict so that both person's needs (see needs you listed above) are met in the reframe...."win-win")</p>	<p>How Can WE...</p>	
<p>Alternative Options: Create five solutions that both parties agree upon. Each solution must have the NEEDS (you listed above) met for BOTH people. Remember in order to collaborate (work together for a win-win solution) both parties must have their needs met and be 100% okay with the alternative.</p>	<p>1. _____ 2. _____ 3. _____ 4. _____ 5. _____</p>	



Collaborative Negotiation Steps



- 1. Position:** Explain each person's point of view
- 2. Needs:** Identify what each person really needs
- 3. Reframe:** How can we change the situation so both parties can win?
- 4. Alternatives:** What solution will meet both needs?
- 5. Decision:** Pick the BEST solution that both parties will agree on