

EXERCISE A

AN EXERCISE IN DISTINGUISHING POSITIONS STATEMENTS FROM INTEREST STATEMENTS ON AN ISSUE

Definitions:

- Issue: Topic of subject of collaborative problem solving.
- Position: One Party's solution to an issue.
- Interest: One Party's need/concern about an issue.

Directions: Under each issue below are two statements. One is a position statement on the issue. The other is an interest statement on the issue. Place a "P" next to the position statement and an "I" next to the interest statement.

1. Issue: A neighbor borrows books from you and does not return them.

Statements:

- a) "I will not let you borrow more books without a specific promise as to when it will be returned."
- b) "When I want to read, I want to get my books from the bookcase. I don't like to go to your house and ask for my things."

2. Issue: An employee who is frequently late for work.

Statements:

- a) "When you are late, you cause our work to be delayed."
- b) "The next time you are even five minutes late, the boss is going to fire you."

3. Issue: New postman doesn't deliver your mail to the right apartment.

- a) "I am going to complaint to your supervisor if my mail isn't delivered to the right apartment every time."
- b) "I like to get my mail at my apartment so that I don' have to track it down."

EXERCISE B

AN EXERCISE IN DEVELOPING INTEREST STATEMENTS

Definitions:

- Issue: Topic of subject of collaborative problem solving.
- Position: One Party's solution to an issue.
- Interest: One Party's need/concern about an issue.

Directions: Listed below are issues involving two parties. In each situation both parties have taken a position on the issue. Convert those position statements into interest statements.

1. Issue: Employer and employee planning a training program together.

Employer's position: "The training program must include accounting skill."

Employer's interests:

2. Employee's position: "The training program must include having a new computer."

Employee's interests:

EXERCISE C

AN EXERCISE IN DEVELOPING OPTIONS BASED ON INTERESTS

Definitions:

- Issue: Topic of subject of collaborative problem solving.
- Position: One Party's solution to an issue.
- Interest: One Party's need/concern about an issue.
- Option: One of several solutions that can satisfy an interest on an issue.

Directions: Listed below are some statements of interest. Below each statement, list as many options as you can to satisfy that interest.

1. Interest Statement: A family of five with the concern of raising fund for their children's college education.

List as many options as you can to satisfy that interest.

Options:

2. Interest statement: A husband and wife have a mutual interest in getting out of a rented apartment and into a home of their own.

List as many options as you can to satisfy that interest.

Options:

EXERCISE D

AN EXERCISE IN LINKING INTERESTS, OPTIONS, AND STANDARDS/CRITERIA

Definitions:

- Issue: Topic of subject of collaborative problem solving.
- Interest: One Party's need/concern about an issue.
- Option: One of several solutions that can satisfy an interest on an issue.
- Standards: Characteristics to judge options.

Directions: For the issue below, identify as many interests as you can. Then, based on those interests, list as many options as you can. (Remember in developing options, the emphasis is on quantity not quality.) Finally, list the standards for evaluating and judging which option(s) are best.

Issue: Taking care of an aging mother who is no longer able to take care of herself.

Interest of the mother:

Interest of the children:

Common/mutual interest:

Options:

Standards/criteria:

Some examples:

1. Mutual gain for mother and children
2. Respect of both parties
3. Society or cultural practice
4. Workable/manageable
5. Affordable
6.

FEDERAL MEDIATION AND CONCILIATION SERVICE

BRAINSTORMING TASK SHEET

You live in the suburban town of Gadsden, which has a population of 40,000. The City administration has committed the bureaucratic blunder of the century. Having planned an industrial park on city owned land, surveyed the sites, and poured the concrete road for the main intersection (a smooth concrete slab measuring 200ft X 200ft.), the city has just found out that due to federal regulations the industrial park can never be built on this site. Your group is a blue ribbon panel convened to develop suggestions on how to use this parcel of land.

REMEMBER THE GUIDELINES FOR BRAINSTORMING

1. Don't critique ideas.

Don't take time to evaluate ideas; it interrupts the flow of ideas.

Don't kill or discourage contributions with judgmental remarks such as:

That is ridiculous! Or we've already tried that! Or Who ever heard of that?

2. Use freewheeling imagination.

Let your mind work freely. Don't prevent ideas from emerging by rigidly adhering to logical thinking. Don't feel bound by budget, time, staff, or other resource constraints. Share mental images, synonyms, free associations, farfetched ideas.

3. Build on other's ideas. Combine, expand, hitchhike, and piggyback.

4. Aim for quantity.

The more ideas you can bring out, the better. Don't worry about duplicated idea. You are not aiming for quality at this point, only quantity.

5. Record each idea.

Record each idea on flipchart paper exactly as it is presented. Try to keep it brief but faithful to the wording of the presenter.

Suggestions of how to use this parcel of land

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.