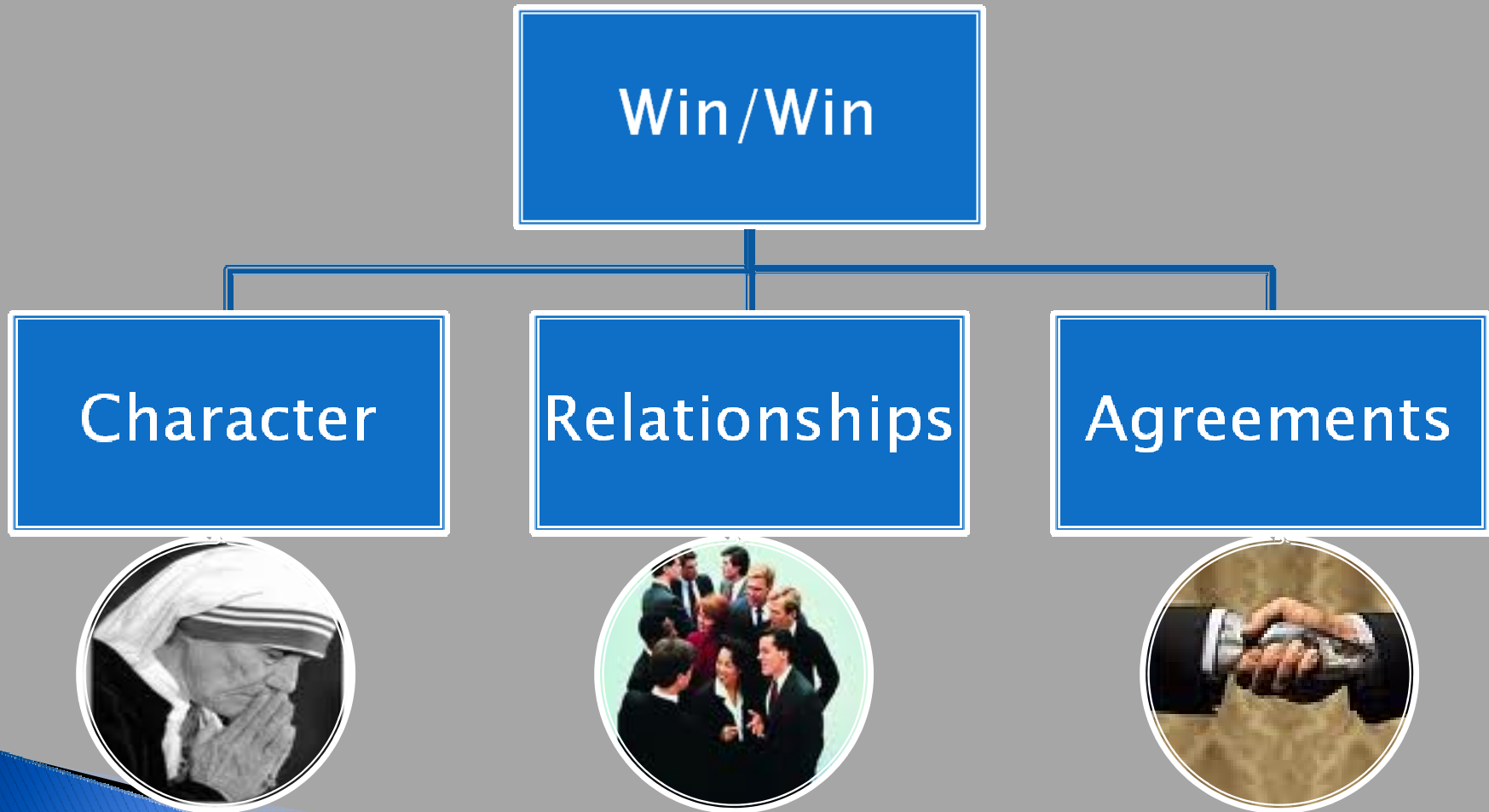


How do we get to Win/Win?



Three Dimensions of Win/Win



Character Component of Win/Win

Integrity

- Sticking with you true values, feelings and commitments

Maturity

- Expressing your ideas and feelings with courage and consideration for the ideas and feelings of others

Integrity

N. adherence to moral and ethical principles; soundness of moral character; honesty.



- Habits 1–3 Help develop and maintain our integrity
- Can not even begin to know a “win” unless we have a deep rooted sense of our beliefs and values
- If we can’t make commitments to ourselves, our commitments to others become meaningless

Maturity

Courage and Consideration

- ▶ Be nice AND courageous
- ▶ Be empathic AND confident
- ▶ Be considerate AND brave
- ▶ Balance between the two is the “essence” of maturity

Relationship Component of Win/Win

- ▶ Trust or a high EBA is the building block for strong relationships.
- ▶ Without trust the best we can hope for is compromise.
- ▶ With a high EBA. There is a deep respect. More understanding AND forgiveness.
- ▶ Because there is trust AND respect, we are open and honest.

Relationship Component of Win/Win

- ▶ Even when we are dealing with someone who is Win/Lose, relationships are still the key
- ▶ Focus on the circle of influence
- ▶ Make EBA deposits through courtesy, respect and appreciation
- ▶ Don't react
- ▶ Rely on your character to give you strength

“Touched ‘Em All”



What do we remember?



- Pizza Pie vs. Pizza Buffet

- EBA

- Balance
Courage and
Consideration

- Green and
Clean

“Raise Boys Not Grass”

- Move up the level of effectiveness
- Easy to move to efficiency
- Reaffirm your purpose



Win/Win Agreements



- ▶ Work best when:
 - You want to clarify expectations
 - Increase empowerment
 - Delegate responsibilities
 - Align priorities
 - Maintain personal integrity and build relationships on trust
- ▶ Can be developed between any two parties
 - Parent/Child
 - Supervisor/Associate
 - Peer/Peer

Win/Win Agreements

- ▶ Elements of an effective Win–Win Agreement
 - Desired Results
 - What do BOTH sides want? What needs to be done AND when?
 - Guidelines
 - What are the rules?
 - Resources
 - What can I work with?
 - Accountability
 - What are the standards and when are they evaluated?
 - Consequences
 - Positive and negative outcomes? Natural and logical?

Actual Agreement We Use at Home

(Child won't eat her dinner)

▶ Desired Result:

- Eat well. More Energy. Less Cranky
- Don't ask me all the time to eat my dinner

▶ Guidelines:

- Can't get down without permission. We can remind once what the consequences are.
- Can't remind me more than once per night to eat

▶ Resources:

- Can get up if you are "full" but will leave food on table. You can always go back and eat some more.

▶ Accountability:

- Weekly Calendar. She charts if she ate well or not.

▶ Consequences:

- Positive: No nagging. Don't get as frustrated with us. Gets special treat (her decision) on Friday nights.
- Negative: Tired. Grumpy. Sad. Lose book and dessert privileges.

Sample Agreement with Supervisor



- ▶ Desired Result:
- ▶ Guidelines:
- ▶ Resources:
- ▶ Accountability:
- ▶ Consequences:

Make the Problem the Problem

▶ How to apply it at home

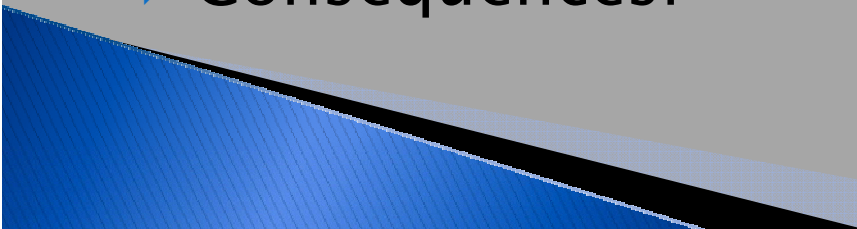
- Understand that everyone's role is important.
- Truly seek to understand what is going on with the other person.
- ID the Key Issue—Not the secondary symptoms.
- Determine what would be a “win” for both sides.



Make the Problem the Problem

- ▶ How do we keep the Problem the Problem?
 - Key point in negotiation is to separate the person from the problem.
 - May have to give yourself a wedgie.
 - Find a common ground that both sides can agree to.
 - Focus on interest and not positions.

Win /Win Agreement Activity

- ▶ Desired Result:
 - ▶ Guidelines:
 - ▶ Resources:
 - ▶ Accountability:
 - ▶ Consequences:
- 

Why Win/Win Agreements Work

- ▶ It lets the people monitor and motivate themselves.
- ▶ It's punishment if they do not know the consequences.
- ▶ If they know the consequences, it takes us back to habit one. They choose and then are responsible for the choices.
- ▶ Clarify expectations and behaviors.

Give it a Shot...

You'll never know what you can accomplish through win/win if you don't try.

It might just be the shot you need to turn that relationship around.

