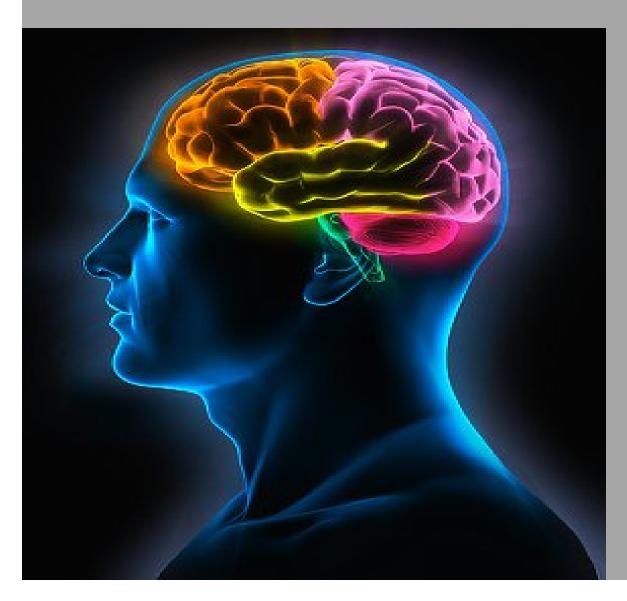
## What do we remember?



•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?

SD AGREED TO:

### 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.