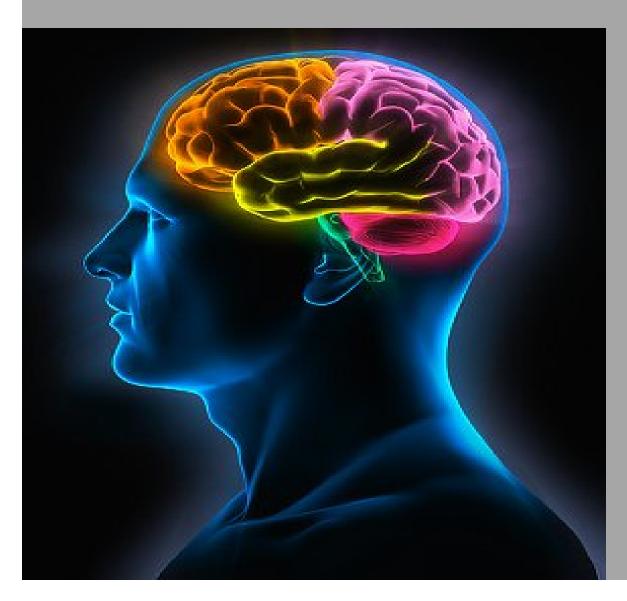
What do we remember?



•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.