Positions & Interests: Are you having the right conversation?

**Positions: What we want**

**Interests: Why we want them**

**Examples:**
- Position: I want a dog
  Interest: I want to feel safe
- Position: We need a new computer
  Interest: I want to use my time creating and not fixing software
- Position: We need to cancel the conference
  Interest: I need to have a sense of control over my life and my plans

**Interest-based negotiation:** A strategy that takes the interests of all parties into consideration for a win/win outcome

**USE WHEN:**
- the relationship is important
- when you need something from each other
- you could be wrong in your strategy, plan
- you have the time
- your results could be better by engaging in this

**Having the Right Conversation...**

1. Identify all of the interests by exploring with open-ended questions
2. ASK: "How can we have ___ and ___?"
3. Begin brainstorming

**Open-Ended Questions:**
- Why?
- Can you say more about that?
- Why is this important to you?
- How would having X help you?
- What would be the perfect solution for you?
- What’s at the heart of the matter for you?

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