

Values Negotiation Outline

- I. Historical Context
 - A. Divorcing ourselves from our biases ~ tricky business
 - B. "Value Free" thinking ~ the 'Holy Grail' of therapy (Impossible of course)
 - C. Changing the mechanics of a conversation
 - D. Process over content
- II. Shared Values
 - A. Commonalities
 1. Flexibility, autonomy, satisfaction, making a difference, respect, etc.
 2. Good communication
 3. The flow of information
 - B. Creating the best environment in which to negotiate
- III. Paraphrasing
 - A. The act of repeating ideas back to the speaker in your own words
 - B. Requires concentration
 - C. Prevents rebuttal formation
 - D. Pushes bias to the side
 1. Biases alter information
 - E. Taking physical notes
 - F. Fully validating each participants perspective
 1. As much value and consideration as our own
 2. Not necessary to agree (culturally conditioned to defend)
 - a) If not achieved, negotiation will break down rapidly
- IV. Differential Diagnosis (of the problem)
 - A. List of all possible solutions or perspectives ~ all out on the table
 - B. Least extreme > Most extreme
 1. What lies in the middle? Helps to frame the parameters
- V. Negotiated Perspective
 - A. Casting your vote ~ majority rules
 - B. Compromise, Trade-offs, Bartering
 1. If you leave the table with your agenda intact, negotiation didn't happen
 - C. Establishing equity
 1. If you don't get some of what you wanted, negotiation didn't happen
- VI. Assimilation of the new perspective
 - A. New 'negotiated' perspective
 - B. Must be adopted ~ As if it were our own from the beginning
- VII. Integration of the new perspective
 - A. Committing it to memory
 - B. Putting it on tape
 1. Harnessing the power of 2 brain systems
 - a) RAS (reticular activating system) ~ partial to one's own voice
 - b) Auditory processing system (temporal lobe) ~ 35% of brain-power
- VIII. Practice
 - A. Time and repetition ~ daily
 - B. Like learning a new language