



# Positions

Positions are...

- something one has decided as a way to settle a conflict or a difference.
- a pre-determined solution.



## Problems with positions:

- Predetermined way to solve problem.
- Don't understand real interest of parties in dispute.
- Limits creative options.



# Interests

Interests are...

- needs, beliefs, values underneath positions.
- why something is important.

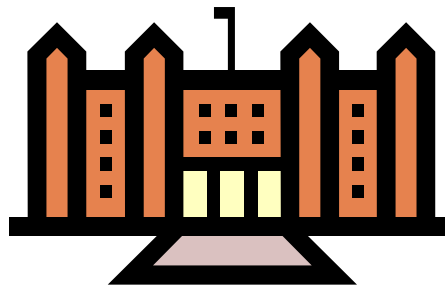


## Examples of interests:

### Interests

Cost-efficiency  
Educational quality  
Stretch resources

Community pride  
Value historic school  
Educational quality



Want school  
consolidation

### Positions

Oppose school  
consolidation



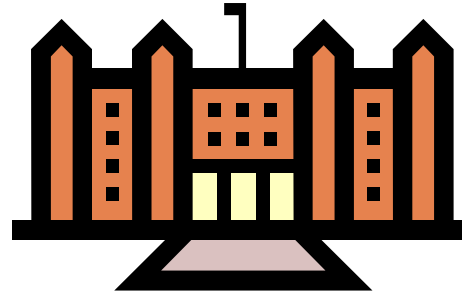
## Why focus on interests?

- Gets to heart of issue.
- Moves people beyond polarized positions.
- Sets stage for mutual understanding.
- Leads to group cooperation.
- Sets stage for issue re-framing.
- Sets stage for generating creative options.



## Examples of two positions:

“We must consolidate our school!”



“We oppose consolidation of our school!”