Positions

Positions are...

- something one has decided as a way to settle a conflict or a difference.
- a pre-determined solution.
Examples of two positions:

“We must consolidate our school!”

“We oppose consolidation of our school!”
Problems with positions:

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

**Positions**
- Want school consolidation
- 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.