Let’s talk about why negotiation can help both people get what they want by working together.

Have you ever tried to bargain with a seller at the market? (Allow the girls to respond, but do not get into the details of their bargaining experiences)

When we bargain at the market, it seems that if one of us is happy, the other one will be less happy. If I get the price I want and pay less, the seller will be less happy because he gets less money. If I pay his first price, though, I am less happy because I have to spend so much money.

But negotiation is not always like this. As we saw in the arm game, sometimes it is possible to find solutions that help both people.

I am going to tell you a story that shows this idea.

(Read the following story.)

Story: The Case of the Lemon

Two sisters are arguing over a lemon from their neighbor’s tree. One says, “I should get the lemon because I’m older and bigger.” The other says, “I should get the lemon because I saw it first.”

They argue back and forth, each one trying to get the lemon. Finally, they decide to split the lemon in half. They get out a knife and cut the lemon in half.

The younger sister takes her half of the lemon, peels it, throws away the peel, and eats the inside with salt. The older sister takes her half of the lemon, peels it, throws away the inside, and boils the peel to make cough syrup.

(After telling the story, the coach will ask a series of questions. Let the girls answer and talk together after each question.)

What did you think about this story? (If there is laughter, ask, “Why are you laughing?”)

Was anything wasted? What would have been a better solution?

Each sister wasted part of the lemon

---

✓ One sister should have taken the peel and one should have taken the inside.

➢ Did they talk about what they wanted to do with the lemon? What did they say instead?
  ✓ They didn’t talk about what they wanted to do
  ✓ They just argued

➢ What this story shows us is that when we only state our demands—what we are asking for—it is hard to come up with a good solution. But when you talk about why you are asking for something—the things you care about beneath the demands—sometimes you can see solutions you did not see before.

➢ In a negotiation, your position is what you are demanding and your interest is what you care about and why.

(Turn to flipchart 2 from Appendix I):

  Position: Your demand, or what you are asking for.

  Interest: What you care about and why.

(In the next section, you will be introducing Me-You-Together-Build. It is important to go slowly through the first illustration of Me-You-Together-Build, using hand motions on Appendix II and words together. You will be repeating these hand motions throughout the training. The girls will learn to quickly recognize them after you use the motions and the words together a few times.)

➢ When people are arguing and demanding things, are they usually asking for the same things or opposite things?
  ✓ When we’re arguing we want different things, or opposite things.

➢ Yes. Positions are usually opposite each other, like two fists going against each other.

(Make the gesture of two fists against one another. This is the first hand sign of Me-You-Together-Build)

➢ Can we make a good agreement like this? (Allow the girls to answer “no”).

➢ But the things people deeply care about and their reasons for wanting them are not always opposite. Interests go in all different directions, like two open hands.

(Open the fists and pull hands apart slowly to show fingers pointing in different directions. This is the motion pictured as “you” on Appendix II which shows both people opening to think about their interests.)
Behind someone’s position, you can always find many interests. If you talk about positions only, it is very hard to have a good negotiation, because you will just end up arguing over opposite demands. But, if you open up the positions to find the interests behind, you can start to negotiate.

(Illustrate this by starting with the fists hitting against each other, then pulling apart and opening up, and slowly coming back together with the fingers touching.)

Let’s talk about interests and positions in the case of the lemon.

(Instructions for coach: Turn to Flipchart 2 (see Appendix I) and ask the students for the positions and interests of each sister by repeating the definitions, since they will not fully know the terms yet).

<table>
<thead>
<tr>
<th>Positions: What is each girl demanding?</th>
<th>Younger Sister</th>
<th>Older Sister</th>
</tr>
</thead>
<tbody>
<tr>
<td>I want the lemon.</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Interests: What does each girl care about and why?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eating the lemon, because she is hungry.</td>
</tr>
<tr>
<td>Using the lemon peel to make cough syrup because she feels sick.</td>
</tr>
</tbody>
</table>

When the sisters were arguing, they were only talking about their positions—“I want the lemon.” Since there was only one lemon, it seemed that there was no way for both to get what they wanted.

However, if they had talked about their interests—what they really cared about and why—they would have realized there was a way for them both to be happy. One could have taken the inside of the lemon, and the other could have taken the outside. This is called a “win-win solution.”

What do you think “win-win” means?

✓ That both sisters get their way
✓ I win and you win

Yes, negotiation can help both people to win. If the sisters had talked about their interests—why they wanted the lemon in the first place - they could have both won! One would have the full peel, and one the full inside.

When the girls split the lemon in half, they were compromising. Was that a win-win solution?

(Allow the girls to answer. Some might point out that a compromise was still good because both girls got some of the lemon. But prompt them with
questions like: Did any lemon get wasted? Or, What solution would give each girl the most lemon?)

➢ Often when people are trying to settle a conflict, they look for a compromise, like each girl gets half the lemon. But you just explained that the compromise was not as good as a win-win solution.

➢ Compromises are what you get if you only talk about positions, not interests—and because positions are often opposing, both people have to give something up and are a bit unhappy as a result.

➢ Win-win solutions come from talking about interests instead of positions. We will be teaching you how to find out your own and other people’s interests so that you can have win-win solutions in your negotiations.

(Turn to flipchart 2 from Appendix I):

➢ Win-win solution: when negotiation helps both people to win by meeting their interests.

(Use the Me-You-Together-Build hand motions as you discuss the next 3 points):

➢ Let’s talk more about interests. See when I hold my hands like this, how some fingers go toward each other, some go up, and some go away from each other? (This is the hand motion described as “you” with both hands open and facing outward.) That is how interests work.

➢ Everyone put your hands like mine. People have different interests, and if we find them out, it is possible to get a win-win solution. We are going to learn to find where the interests overlap, and where people’s different interests can come together in a good way, such as the girls each wanting a different piece of the lemon and agreeing to share it. (Make the motion of “together” where the fingertips overlap slightly.)

➢ Sometimes, there are some interests that seem like they cannot be brought together. Part of what we will learn in these sessions is how to deal with such interests.

➢ Over the next four sessions, we will learn how to open up positions to find interests, and how to bring these two sides together to form win-win solutions.

➢ Win-win solutions are the reason that negotiation can work for you, even if you feel like you do not have power over people in your life. You might feel like, I am just a girl, why would anyone negotiate with me? But, actually, if
you learn how to create win-win solutions, the people you negotiate with in your life will be made better off, because they will also “win.”

- If you can show the other person that negotiation is about helping both people get what they want, you can get others to negotiate with you!

**Takeaway:** *(have students repeat after you)*

- If we talk about what we really want and why—our interests—we can sometimes find win-win solutions, where both people get what they want.