Let’s try doing a practice negotiation, which is called a role-play.

Here are the two rules of role-playing:

1. Do not change the information described in the instructions. If, for example, it says you want to go to your friend’s house, you need to role-play that you want to go to your friend’s house.

2. In the role-play, you should behave the way you really would if you were in this situation.

This negotiation practice is between two good friends who have a conflict.

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Activity: Babysitter Blues

(Each coach takes one half of the class aside and each explains one set of instructions. The coach should read the story for that role several times aloud and then have the group tell it back, correcting one another, until you are sure the students have all the details. You can ask the group who is waiting for you to write in their journals for a few minutes while you prepare the other group.)

Instructions for Hope (the babysitter):
The past two weeks have been very frustrating. You want to play with your best friend, Mary, but the last two weeks your mum has been away taking care of a sick relative, and has asked you to babysit your younger brother all the time. You really miss playing with Mary and you keep trying to make plans to see her, but your mum is depending on you to look after your brother. All you do is babysit and you never have time for anything else.

Mary keeps asking you to play, but you cannot go to her house because of your brother. You are upset because Mary could have asked to come to your house and keep you company and help you, but instead you think that she is playing with other friends. This makes you feel left out. You are thinking that Mary no longer wants to be friends with you and this makes you sad. You plan to tell her she is not being nice.

Instructions for Mary (Hope’s friend):
The past two weeks have been very frustrating. You want to play with your best friend, Hope, but lately she has not had any time and keeps canceling when you have agreed to meet. Hope says she has to babysit her younger brother but you are beginning to think that she no longer wants to be your friend. Hope did not even invite you to come and babysit with her. You think that it is because she has started having other friends. This hurts you. You are also angry because the last times you agreed to meet, she cancelled at the last minute, so you had to make other plans. You plan to tell Hope that you are upset that she does not want to be your friend anymore, and that you think she is not being nice.

(5 min—Have each of the ‘Mary’ students pair up with one of the ‘Hope’ students. Ask the pairs to practice negotiating.)

Discussion: Babysitter Blues

(After 3-5 minutes, identify one pair who appears to be fighting and ask them to demonstrate what they are saying to the whole class.)

- Why do you think these girls are getting angry at each other?
  - They are talking about their positions. Each is just saying “you should have come to my house” or “You are not a nice friend.”
Are they talking about their positions, or their interests?

- They are talking about their positions.

Let’s try again. This time, please take a minute to think about your interests instead of your positions. I’d like you two to try talking to each other about your interests instead of making demands.

(Let the pair who demonstrated “talking about positions” try to talk about their interests in front of the rest of the class. If they get stuck, ask the other girls to help them by suggesting some ways they would talk about Hope and Mary’s interests. The coaches can make suggestions too. This should just take a few minutes, but should allow the entire class to see an example of how Hope and Mary talk about their interests, not just positions.)

(Then read the full instructions for both Mary and Hope to the group, so that each side now understands the interests of the other side).

The conversation is between two good friends who view the same situation very differently.

What do you think now that you know all the information?

- Talking about positions led to a fight, but discussing interests led to agreement.
- The position of Hope is that Mary should come and help her babysit, or else she is not a nice friend, and the position of Mary is that Hope should play with her when they have plans, otherwise she is not a nice friend. Starting from there, it is easy to see why most partners fought at first.

What are the interests of the two girls? What do they really care about and why? (Use Flipchart 4 from Appendix I. Make sure the answers are covered until the students give the answers.)

<table>
<thead>
<tr>
<th>Hope</th>
<th>Mary</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓ To play with her friend Mary</td>
<td>✓ To play with her friend Hope</td>
</tr>
<tr>
<td>✓ To feel cared about and liked</td>
<td>✓ To feel cared about and liked</td>
</tr>
<tr>
<td>✓ For Mary to be happy and like her</td>
<td>✓ For Hope to be happy and like her</td>
</tr>
<tr>
<td>✓ To take care of her family</td>
<td></td>
</tr>
</tbody>
</table>

Great job. You can now see that Hope and Mary did not need to fight, because they have many interests in common. But talking only about positions led to a misunderstanding.
You can see that understanding your interests and talking about them, instead of making demands, can be one way to have a good negotiation.

Remember to always think about your interests before starting to negotiate.

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

To negotiate well, you need to understand your own interests and be able to communicate them to the other person.