Discover Their Interests  

- Now that you have approached the other person, you need to find out what their interests are so that you can come to a good agreement. If you just know their positions, in a fist like this (hold up a closed fist), you will not be able to come up with a win-win solution.

- Approaching the person correctly can get that fist to soften, and then we need to open it up and find out their interests (hold up an open fist.)

- “Discover their interests” is the second part of the “You” step. Let’s all say that together: “Discover their interests!” (Open your fist again as you say this.)

- In a negotiation, the other person often seems to want something that is totally different from what we want. But, if you discover their interests, instead of just seeing their position, we might find out that there are ways for you to work together to help them get what they want while they help you get what you want.

- Let’s look at a role-play between Victor and Mercy, where Mercy tries to discover the interests behind Victor’s demands. I am going to play a teen girl, Mercy, and my co-coach [other coach] is going to play my boyfriend, Victor.

**Example: Victor & Mercy**

**Victor:** Mercy, I love you very much.

**Mercy:** I know, I love you too.

**Victor:** I was thinking…I think it is time for us to take the next step. I think we should have sex.

**Mercy:** Wow, Victor, I thought we had talked about this, and decided we are not ready?

**Victor:** But, Mercy, we love each other! This is how we can show it.

*(Pause scene)*

- **What is going on here? What is Victor asking for? What is his position?**
  - He wants to have sex
- **Do you think there is anything else that Victor could care about?**
  - He could care about Mercy
He could care about impressing his friends

How can Mercy find out?

She could ask him

OK, let’s go back to the scene. (Coaches take their Mercy & Victor roles again.)

Mercy: What has got you thinking about sex suddenly?
Victor: I just love you!
Mercy: I know, I love you too. But what does sex have to do with that?
Victor: It is a way of showing our love—of showing how committed we are to each other.
Mercy: I see. What else does sex mean to you?
Victor: Well, it means we are like big people—we are not kids anymore.
Mercy: I see. So you think that having sex would make you feel older. What else does it mean to you?
Victor: It would mean we would be cool, Mercy. All of our friends have had sex. I do not want to be the baby of the group.
Mercy: What have your friends said to make you feel like that?
Victor: You know, they say that anyone who is still a virgin will always be a virgin—and that boys who do not want to have sex should go play girls’ games during break time.
Mercy: What else?
Victor: That’s all—I just do not want to be a kid anymore. And I want to know that you love me as much as I love you.

(Pause scene.)

“Are there any other questions for Victor?” (Let the students suggest additional questions.)

So, what have we found out about why Victor wants to have sex?

He wants to feel like a man.

He wants to be cool—to be like his friends.

He wants to be accepted, and not made fun of for not having sex.
He wants to show his love for Mercy, and to know that Mercy loves him.
He wants to know that Mercy is committed to him.

Yes. Those are his interests that Mercy discovered.
Mercy does not want to have sex because she feels she is not ready. She thinks Victor felt the same way, before he talked to his friends. Now that we know that, what could Mercy tell Victor? (Let the girls make suggestions before the coaches take their Mercy & Victor roles again.)

Mercy: Okay, I think I understand now why you want to have sex. But, I am still not ready. I know that you want to feel like a big person, who is ready to make mature decisions. But I think the way we do that is by making smart choices, and not just listening to what our friends tell us. And if we want to show that we love each other, we can do that through showing respect for each other.

Victor: But I want to have sex!

Mercy: I know, but I know you care about so many things, like finishing school and being able to take care of your younger brothers and sisters. If we have sex, I could get pregnant, and you would have to leave school to support the baby. Or, one of us could get a disease, and our families would have to take care of us. Even though you think you want sex, having sex could hurt other things you care about in life.

Victor: I see your point—maybe we should wait to have sex. But what will I tell the boys at school?

Mercy: You can tell them whatever you want, but we will know we made the smart choice. Anyway, I bet most of them have not had sex, either. They are just boasting. I love you.

Victor: I love you, too.

Discussion: Victor & Mercy

What did you think about this scene?
What did Mercy do that helped turned the negotiation away from Victor’s position that they should have sex?

She brought up Victor’s long-term interests – that he wants to be healthy and stay in school.
Yes, she brought up that he wants to be healthy and stay in school. After she had gotten all the information about what he cared about, she knew what to focus on. Why did Mercy bring up Victor’s goals in life and his family?

She wanted to show him he had other interests besides sex, and that getting one of his interests might get in the way of another one.

Yes, Mercy reminded Victor that he has many interests, and having sex could get in the way of many of his interests. Do you remember yesterday when we talked about short term and long term interests?

Victor was focused on his short-term interest, and his position to have sex. But sometimes what we want in the short-term can get in the way of our long-term interests.

By learning about all of his interests, Mercy could help Victor see that it was better for Victor to meet his long term interests and stay in school, stay healthy and not be a burden to his family.

Mercy helped Victor realize he would need to choose between meeting his short-term and his long-term interests.

How did Mercy discover Victor’s interests?

Mercy found out Victor’s interests by asking questions.

Great. She asked open questions that showed she was really interested in what he had to say, and was not judging him.

Did you notice how she also repeated what he had said? How do you think that helped?

It showed him she was listening

It helped her make sure she understood what he was saying.

Yes. Repeating what the other person says can really be very helpful when we are discussing interests.

Once Mercy knew what Victor’s reasons for having sex were, what his interests were, what did she do?

She showed him how his interests could be met in different ways—such as:

Making mature decisions to feel like a man, or
Respecting each other to show they cared about each other.

Yes. Could she have done this before she knew what his interests were?

No
GIRLS ARISE: Session 3: You

- Just to review from an earlier lesson, what should Mercy have done if Victor still insisted on having sex, and threatened to break up with her if she didn’t agree?
  - Walk away!
  - Use her other options!
  - Date someone who will respect her, or hang out with her friends instead.
- If Mercy were to give in to Victor, would that be a win-win solution?
  - No!
- Why not?
  - Because Mercy wouldn’t be getting what she wants, which is to stay safe and be healthy and wait until she is ready to have sex.
- Great. Sometimes during the “you” step, you will find out that the other person’s interests are so opposed to yours that no good agreement is possible. That was like when the man offered to buy the girl the phone if she came with him for a drink. In that case, it’s better to walk away!
- However, in this case, since they found a way to meet Victor’s interests and Mercy’s interests without having sex, Mercy was able to find a win-win solution with Victor.
- Let’s think about the kinds of questions Mercy asked Victor. She asked what we call open-ended questions. Open-ended questions are questions that encourage people to give more complete answers, and that don’t show judgment in the question itself.
- A closed question is more likely to get a yes or no answer, and discourages people from talking about how they are feeling. Let’s look at some examples.
- On the left are some closed questions that Mercy could have asked Victor. And on the right are the open-ended questions that she did ask. Let’s look at them to see how well each would work.

Turn to Flipchart 7 (from Appendix I):

<table>
<thead>
<tr>
<th>Closed questions</th>
<th>Open ended questions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Is sex the only thing you think about?</td>
<td>What has got you thinking about sex suddenly?</td>
</tr>
<tr>
<td>Don’t you care about anything other than sex?</td>
<td>What does sex have to do with that?</td>
</tr>
<tr>
<td>Why can’t you just act your age?</td>
<td>What else does sex mean to you?</td>
</tr>
<tr>
<td>Are you saying the only thing that matters is</td>
<td>What have your friends said to make you feel like</td>
</tr>
</tbody>
</table>
What your friends think? | that?

- How do you think Victor would respond if Mercy asked the questions on the left? (Read all four questions out loud.)
- What do these questions have in common?
  - They are hard to answer
  - They could make Victor mad
- That’s the problem with closed questions – they don’t encourage the other person to talk about their feelings, and they also don’t send the message that you really care.
- Now let’s look at the questions Mercy did ask (read all four questions on the right out loud) How are those questions different from the closed questions?
  - It helps Victor think about what is on his mind
  - It seems like Mercy really wants to understand Victor
  - It doesn’t make him angry
- Yes, her question really helps Victor to uncover his interests, so they can both understand them better. Open-ended questions are helpful because they set a tone for collaborating and working together, and they also do a better job of discovering what the other person’s interests are.
- You can also use indirect questions, which encourage the other person to explain without using direct language. Here are some examples of statements like this: (This is Flipchart 8 from Appendix I)
  - I’m wondering why...
  - May I know more about...
  - Could you tell me more about...
  - Is it possible to hear about...
  - I would like to understand...
- These are all great questions to use, and you can use them for almost any conversation. Let’s practice: how could Mercy have used some of these statements? (Prompt them to use some of the above statements in the context of Mercy’s conversation with Victor.)
  - Victor, I’m wondering why this is so important to you right now?
  - Victor, could you tell me more about what you’re feeling?
Those are great examples.

Remember, though, that if you ask questions you have to listen to the answer. If you are not really listening and do not care about the other person’s view, he or she will be able to tell!

**Coach Checklist:** (after this discussion the girls should understand:)

- Sometimes short term interests can get in the way of long-term interests, but we can help people see those conflicts so they make good decisions
- Asking open ended questions helps us understand the other person’s interests
- Open ended questions encourage people to think and talk more, and let them know we want to work together
- We can echo what they say when we ask a question

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

- Open-ended questions set a tone for working together and help us discover the other person’s interests.

Before we have our break, let’s practice our own open and indirect questions. Everyone take a moment to write in your journals. Copy down the questions on the flipchart, and write an open or indirect question you might use to find out more information from someone, without being rude. (Give them 5 minutes to do this, with coaches going around to check on the pupils.)

Can we have two people who feel comfortable share their questions? (After each of the students reads their questions you can point out how their question works well.)