So far we’ve talked about the first three steps in negotiating. First, you need to understand your own interests, then you find out the other person’s interests, then you can move together to find common interests, and now we are ready to try to build an agreement.

Putting together an agreement is like building a house. When most people negotiate, they think that coming to an agreement is like splitting a piece of wood—either one person takes it, the other person takes it, or they cut it in half.

That is like how the sisters were thinking about the lemon. But, in fact, the agreement is like a house you can build together that makes both you and the person you’re negotiating with better off.

Next, we are going to learn how to come up with creative solutions that make both people better off.

Often, when we start a negotiation, it seems that there are only a couple of solutions. Thinking in terms of interests can help us to see solutions we did not realize were there.

To come up with a list of potential solutions, we are going to do something called brainstorming.

Brainstorming is a way to come up with many different ideas to solve a problem, without thinking about whether those ideas are good or bad. (turn to Flipchart 16)

Think about the parts of the word—your brain, and then “storm,” which means weather conditions like lightning and rain and wind. When you are brainstorming, all of that lightning and rain and wind is your brain coming up with ideas very quickly!

We will follow a couple of rules when we brainstorm:

---

1) Be creative—come up with things that seem unusual or new.

2) As long as the idea solves the problem, we should not reject the idea even if it seems unlikely or a little crazy.

3) Do not try to choose one solution yet. We want to come up with as many solutions as possible.

Let’s use an example to help explain the idea of brainstorming. What if I want to go to another city to visit my Aunt, but the road has been blocked.

How could I get there? (Encourage the girls to quickly brainstorm different solutions – you could fly, take a boat, ride a donkey, walk, ride a bike, swim, etc. If the girls get stuck, you can give one of the sillier ideas just to show them that we’re trying to think of as many ideas as possible, even if it’s a little crazy.)

Activity: Ball Game

(Break participants up into groups of 4-5 people. Tell them they must come up with ways to move a ball across the table without using their hands. The goal is to get as many ideas as possible and as many creative solutions as possible, in a short period of time. Give them one minute to brainstorm only. At the end, ask each group to demonstrate their best idea. Then, for fun, let each group choose the “hardest” idea from the other team’s list for that team to demonstrate.)

- How many groups generated 5 options? How many generated 10 options? Was it difficult? Easy? (Allow them to talk about the experience.)

- Did having a short time period help you to generate creative options? (If you need to prompt them, you can ask whether they would have come up with as many ideas if they were trying to make them all perfect?)

  ✓ We didn’t have time to think too much and decide something was a bad idea.

  ✓ If we tried to make every idea perfect we wouldn’t have many ideas

- Did all of the ideas work? (They likely came up with some ideas that would not work, or would not work well.) What can we learn from that?

  ✓ Some ideas did not work, but some did work

- Brainstorming is about letting your mind be free to come up with lots of ideas. If we try to make sure every idea is perfect while brainstorming, we will miss out on lots of good ideas. It’s better to come up with a lot of ideas so you don’t risk missing a great one.
When brainstorming solutions for a negotiation, you should think about two things:

• Ways for each person to meet their interests.
• Ways of removing roadblocks.

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

- Brainstorming solutions that meet your interests and the other person’s interests will help you move past roadblocks so you can form an agreement together.