Review: Diagram Explanation  

(Put up the completed diagram on the flipchart. Make hand motions while explaining the four negotiation steps, and point to these pieces on the diagram, asking what the students learned.)

- We have really learned a lot over the past week. We have just a little while longer together, and we’re going to review what we learned and think about how to apply our skills in real life negotiations.

- Remember back on our first day together when we played the arm game? What did you learn from that game?
  - We can both win if we work together
  - Sometimes you think you need to beat the other person but you do better if you work with them

- Exactly. We talked about win-win solutions and how, rather than arguing, if we negotiate we can find solutions that work for both of us.

- I think you could all say the negotiation steps in your sleep! What are they? (Do the hand motions as they say the steps.)
  - Me-You-Together-Build!

- Remember when we did the Hope and Mary role-play? What did we learn to help us think about “me”? (You could prompt them by asking, “when we negotiate is it better to think about our position or our interests?”)
  - We need to think about our interests – why we want something

- Yes, and once you understand your interests, you also need to think about how else you could meet them other than in this negotiation—that is your other option.

- Does anyone remember an example of when someone might want to “walk away” from a negotiation?
  - The example of the man who offered the girl a cell phone if she agreed to go for a drink.

- Great. In that case a good agreement was not possible as it might have been dangerous for the girl, or meant that she had to do something she did not think was right.

- We also learned to manage our emotions by “Taking 5.” What does it mean to “Take 5” during a negotiation?
✔ When you get upset, you can take a few seconds to think and calm yourself before you answer.

✔ A trick to help you control your emotions, and the chance to ask yourself if it is worth it to keep negotiating.

➤ When we learned about “You” we talked about Victor and Mercy. What did we learn from their story? (If you need to prompt them, you could ask, “how did Mercy learn about Victor’s interests?” Or “How did she show Victor she was listening to him?”)

✔ It seemed like they wanted different things but when she learned about Victor’s interests Mercy realized they had some interests in common

✔ Asking questions helps you learn about the other person’s interests

✔ Repeating what they say helps show you’re listening

➤ Do you remember how to approach the other person so he or she will want to negotiate with you?

✔ You need to choose the right time and place to approach.

✔ Approach them respectfully.

✔ You might also want to prepare to approach them, by thinking about the ways in which that person has helped and supported you—this lets you show your appreciation to the person, rather than making demands.

➤ We also saw how Mercy used the trick “Step to their Side” when she wanted Victor to give her and her friends a ride. What does it mean to step to someone’s side?

✔ Trying to see the other person’s point of view, or putting yourself in their shoes.

✔ An approach that can help the other person to open up and to soften their position.

✔ Can be used any time during a negotiation (just like “Take 5”).

➤ Let’s talk about the Lion Zebra game. What do you remember about that one? What did you learn from that game? (You could prompt them by asking, “What helped you build trust?” or “Was it easier to trust someone you were playing with for 5 rounds or for 1 round?” or, ‘If someone breaks our trust, what can we do?’)

✔ It can be hard to build trust, but it helps to communicate with each other

✔ It helps to have a relationship

✔ If someone isn’t cooperating and keeps playing lion, it’s ok to walk away

Great. What about Esther and Cecilia, what did we learn from them?
✓ We can try to find ways our interests overlap—things we both want, or both value, like the relationship.
✓ We help the other person see what we have in common by using our words to focus on our shared values and interests, rather than using arguments or trying to convince them, which might only create more distance.

☑ Yes. The “Together” step is when we “find common ground” and close the distance between the two people in a negotiation, like two hands coming together.

☑ What do we need to keep in mind when we’re looking for common ground?
What can get in our way
✓ Roadblocks can keep us from agreeing.

☑ Yes, recognizing roadblocks is about seeing that someone might want to agree with us, but there might be a roadblock in the way. This shows us that the other person is not our enemy, but that there is just a roadblock we need to remove together.

☑ The next step—the fourth step in the negotiation process—helps us to move the roadblock. What is the fourth step?
✓ Build.

☑ Great. The “Build” step is where we finally get to create an agreement, which we are only ready to do once both people have opened up about their interests and found the overlap between them.

☑ What did we do in the Ball Game to learn about ways to build an agreement?
✓ Brainstorm solutions to get each person’s interests met and to remove roadblocks keeping us apart.

☑ Today we did the Youth Center Activity to apply what you’ve learned. What will you remember about that one?
✓ It helps to prepare in advance
✓ We should think about our own interests and our approach before we start negotiating if we can

☑ Yes, great. We then “build a house” together, which means choosing a solution that meets both people’s most important interests. We can use negotiation steps as a “checklist” to make sure the agreement is good.

☑ When we have an agreement, we have two ways to test if it’s a good one:
  o A good agreement meets our own most important interests and is better than our other option.
A good agreement also meets the other person’s interests, so they will be willing to agree.

➢ And that is the complete negotiation process, “Me-You-Together-Build!” If you ever get stuck, you can use the hand signals to remember all of the steps. *(Do the hand motions as you say the steps.)*

➢ Does anyone have any questions or need us to review any of the steps again?

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Understand own interests</td>
<td>a. Choose the approach</td>
<td>a. Find common ground</td>
<td>a. Brainstorm past roadblocks</td>
</tr>
<tr>
<td>b. Know other option</td>
<td>b. Discover their interests</td>
<td>b. Recognize roadblocks</td>
<td>b. Build a house</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>➤ Walk away as needed</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

We can use the hand signs to help us remember to use our negotiation skills – Me, You, Together, Build!