



## POSITIONS AND INTERESTS

### PROCEDURE:

*One of the keys to a successful win-win negotiation is to see that everyone's needs or interests are met. Often people try to bargain based on a position. They say, "This is what I want." "This is my bottom line." "I won't settle for less." If the positions of the two parties are incompatible, there can be no good resolution based on positions. However if the negotiators look at the interests which underlie the positions there is often room for mutual agreement.*

A POSITION is **what** someone wants.

An INTEREST is **why** someone wants it.

1. Sort plastic eggs by color. Each color represents a position.

2. Using the file labels write a position and stick the same position on the outside of each egg of the same color. For example: Each blue egg has a label stuck to its outside that says, "I want a cupcake."

3. Fill each egg of the same color with a strip of paper that indicates a different interest for holding that position. For example: One blue egg may contain a strip of paper that says, "I'm hungry," another may say, "To celebrate my birthday," another may say, "Cupcakes are my favorite snack food." Hide the eggs.

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### OBJECTIVES:

The students will:

- Identify positions and interests in a simulated negotiation
- Arrive at win-win solutions to the problem.

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### MATERIALS:

- Colored plastic eggs
- File labels
- Strips of paper

Worksheet - "Positions and Interests"

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**PROCEDURE:**

(Continued)

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4. Instruct students in the differences between interests and positions.

5. Divide the class into groups.

6. Have each group hunt for a certain color egg (identify the positions).

7. When they have collected the eggs they return to their workstation and together they open the eggs (looking deeper into the egg to find the interests).

8. Have them discuss other ways the interests might be met other than the position on the outside of the egg.

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**OTHER ITEMS /  
HELPFUL HINTS:**

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For additional practice, assign the “Positions and Interests” worksheet.

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**POSITIONS AND INTERESTS WORKSHEET**

Listed below are four position statements. The box contains a list of possible interests. Find two possible interests for each position listed. Write them on the lines provided.

**Position statement 1:** Carol wants Sue to walk home from school with her.

**Interest:** \_\_\_\_\_

**Interest:** \_\_\_\_\_

**Position statement 2:** Tim wants a dog.

**Interest:** \_\_\_\_\_

**Interest:** \_\_\_\_\_

**Position statement 3:** The teacher wants the students seated in boy-girl-boy-girl order.

**Interest:** \_\_\_\_\_

**Interest:** \_\_\_\_\_

**Position statement 4:** Two families want to pick blueberries .

**Interest:** \_\_\_\_\_

**Interest:** \_\_\_\_\_

Interests	
They are best friends.	They are hungry for pies.
Bullies pick on girls when they're alone.	To help him be more independent because he is blind.
They like homemade jam.	To limit talking.
To help them meet new friends.	He is lonely.

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