# Negotiation Styles/Strategies



Competition (A)

Revenge (A)

Compromise

Avoidance

Accommodation (A)

Revenge and Self-Injury

Revenge (B)

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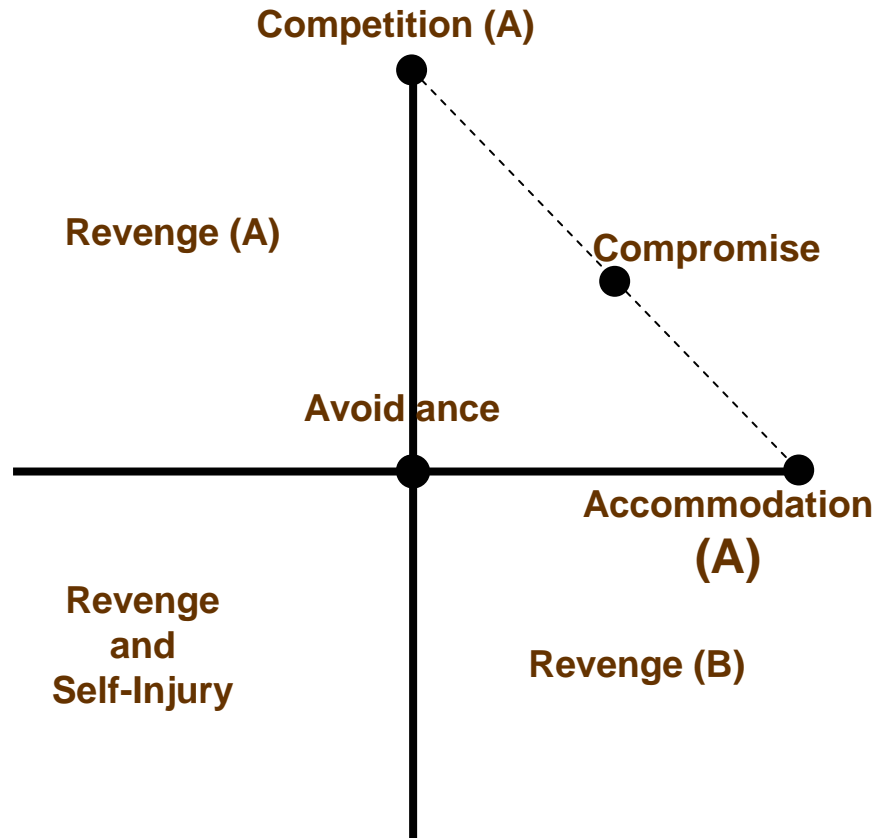
# Interests
# vs.
# Positions

- Interests

- Rights

- Power

# Negotiation Strategies: Definitions

**Distributive Strategy:**   Claiming all the profit or the maximum share for oneself - winning it all.

**Integrative Strategy:**   Creating value (expanding the pie) and finding solutions that best fit the needs of all or most parties -- especially over time.

**Mixed-Motive Strategy:**   Expanding the pie and meeting the needs of all or most parties as much as possible while claiming an appropriate share.

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# Negotiation Styles – Typology #1: Definitions

**Competitive Style:** To try to do better than all others.

**Cooperative Style:** To try to be sure that the feelings of all are properly dealt with.

**Independent Style:** To try to find the best possible outcome regardless of the achievements and feelings of others.

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# Negotiation Styles - Typology #2: Definitions

**Competitive Style:**        To try to gain all there is to gain.

**Accommodative Style:**    To be willing to yield all there is to yield.

**Avoiding Style:**            To try to stay out of negotiation.

**Compromising Style:**     To try to split the difference or find an intermediate point according to some principle.

**Collaborative Style:**      To try to find the maximum possible gain for both parties – by careful exploration of the interests of all parties – and often by enlarging the pie.

**Revengeful Style:**          To try to injure the other.

**Self-Injurious Style:**     To act so as to injure oneself.

**Revengeful and Self-Injurious Style:**    To try to injure the other and also act so as to injure oneself.

# Team Building

## Interests -

◆ interests rather than positions

◆ collaborative, cooperative learning styles

◆ integrative and mixed motive strategies

◆ informal problem solving rather than "justice"

## Rights & Power -

◆ positions rather than interests

◆ competitive (or avoiding) style

◆ distributive strategy

◆ justice orientation rather than problem-solving

◆Tangibles

◆Intangibles