

POSITIONS AND INTERESTS

In Traditional Bargaining parties take “positions” on issues. Bargaining proposals (“demands”) reflect their positions.

When parties adopt an Interest Based Bargaining approach, they do not exchange proposals or demands. Rather, they share information about and seek to understand each others’ interests.

POSITIONS

Positions represent **WHAT** I want because I have considered the issue and decided what the best solution is.

I went to my local Aubuchon, and said,

“**I WANT** a blue, 18-volt Makita cordless drill.”

Q. What is the likelihood that I will leave the store with WHAT I want?

INTERESTS

Interests represent the needs or concerns underlying a position. It turns out that I don’t **WANT** a blue, 18-volt Makita cordless drill, just to have a drill. I want the drill because I **NEED** to make a hole in the wall! So, back at Aubuchon, I say,

“I need to make a hole in an old plaster wall under the stairs.”

Q. What is the likelihood that I will leave the store with what I NEED?

