



Interest Based Process Summary

1. Issue or topic
2. Story - What?
3. Interests - Why?
4. Options - How?
 - a. brainstorming (quantity)
 - b. evaluate (quality)
5. Consensus

Interests

1. Look for underlying motivations
2. Discover your interests and their interests
 - Shared
 - Complimentary
 - Competing
3. Use a framework of interests and positions
 - It's easier to reconcile interests than positions
 - Often there are multiple interests
 - Usually there are several methods to satisfy an interest
4. Challenge assumptions
5. Prioritize

Key points: In an interest based strategy the parties have the ability to say "no" - but they have the responsibility to explain the objection in terms of their interests.

Developing Options

- Brainstorming
- Invent as many options as possible
- Separate Inventing from judging
- Approach problem from a different perspective
- Don't assume fixed pie
- Alternative between general & specific approaches
- Play "what if" games
- Always look for mutual gains

Process Checking

Process checking is a technique for monitoring adherence to the interest-based process and the interactions of team members.

When to use a process check:

When a team member perceives that the principles are not being upheld,

When the team is not following the chosen process,

When a team member perceives that the ground rules are not being adhered to, or

As a review, at the end of the day (check-out).

Benefits:

Process check gives team members a structured opportunity to share their observations about the team's work;

Prevents negative behaviors from becoming ingrained in the process; and

Provides an opportunity to acknowledge and strengthen the team's efforts, individual progress, and the process.

How to use – Any team member can ask:

Is the current task and method clear?

What adjustment might we make to get back on track?

Have we violated any ground rules or any principle of the interest-based process?

At the end of the day – check-out

What did you like about today’s activities?

What caused you some difficulty?