



WHY DON'T WE AGREE? THE PSYCHOLOGICAL ROOTS OF HOW WE DEAL WITH CONFLICTS

A negotiation teaching tool created by
Tova Raz-Liberman
tovraz@gmail.com

OBJECTIVES

Apply Erickson's theory to conflict management skills

TIME REQUIRED IN CLASSROOM

140 minutes

LEAD-IN / PREP

Erickson's theory: <https://www.simplypsychology.org/Erik-Erikson.html>

The 7 elements of negotiation from "*Getting to Yes*".

ACTIVITIES

1. Group work: brainstorm examples of conflicts that involved one theme from each of the stages mentioned in Erickson's theory. Each group works on a different stage.
2. Each group writes a text describing 2 different perspectives regarding one conflict they decided on. e.g a conflict resulting from mistrust and another conflict resulting from feelings of inferiority. Each perspective and interpretation of the event is written on a different piece of paper. (both activities will take 30-40 minutes)
3. The whole class is introduced to (or reviews) the 7 key elements of negotiation. 45 minutes

4. Groups swap scenarios. The group is divided into 2 sub groups. Each sub group gets a different perspective. They prepare for the negotiation using the 7 elements preparation worksheet. 20 minutes
5. Group reunites to carry out the negotiation. 15 minutes
6. Reflection. 15 minutes

VOCABULARY / GRAMMAR

key terms from Erickson's theory, position vs interests, internal voice, values, legitimacy, options, commitment, the ladder of inference.

ASSESSMENT

Students carrying the negotiation skills efficiently and easily



This work was created by **Tova Raz-Liberman** and is licensed under a Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License.

Find more educator-created teaching tools at
www.pathwaysnegotiation.org