

## Win/Wins Are Best

- THEME:** Conflict Resolution/Negotiation
- MATERIALS:** Chart paper-markers or chalkboard
- TIME:** 30 minutes
- OBJECTIVE:** To improve ability to resolve conflicts through solutions in which both sides win.
- DESCRIPTION:** Brainstorm a list of conflicts with the class. What are typical areas in which students' conflicts arise? e.g., cafeteria, playground, friendships, etc. Have students give examples but don't do any evaluation of them at this point.

Choose two people and write their names side by side on the chart paper or chalkboard. Then choose a specific conflict either from the class brainstorm list or make up a conflict of your own. Restate it so that the two people above are the ones involved in the conflict.

Begin to brainstorm a list of possible solutions to the problem, keeping in mind that there is still no evaluation of the ideas. Just list every solution possible. Write them on the board or paper.

Then, for each of the possibilities listed, ask each of the students involved, "Would this solution work for you?" and write their answers below their names next to each possibility.

Example:

Conflict - Pam and Charlie get into an argument almost every day in the cafeteria.

Possible Solutions:

|  | Pam | Charli |
|--|-----|--------|
| a. Don't allow them in the cafeteria         | No  | No     |
| b. Assign them to different lunch periods    | No  | Yes    |
| c. Have them agree to sit in different areas | Yes | Yes    |

Since the purpose is to find a win-win situation, c would be the right answer. This is the solution that is mutually agreeable to both parties. Then, have students pair up, make up a conflict (from the class brainstorm or their own), and 1) brainstorm all possible solutions, 2) make a chart like the above and find a win-win solution.

Discuss the results as a class.

**PROCESSING:**

1. Was it difficult to come up with a solution that satisfied both parties?
2. Are the solutions we came up with realistic solutions to everyday problems? How can we put them into practice?

Source: Seeds of Peace, Vermont