Negotiation Styles/Strategies

Competition (A)  
Revenge (A)  
Avoidance  
Revenge and Self-Injury  
Compromise  
Accommodation (A)  
Revenge (B)
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.
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.
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