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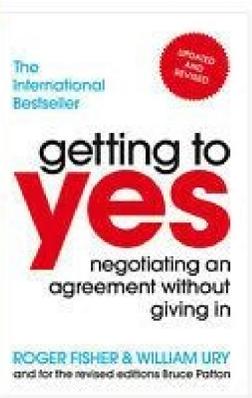
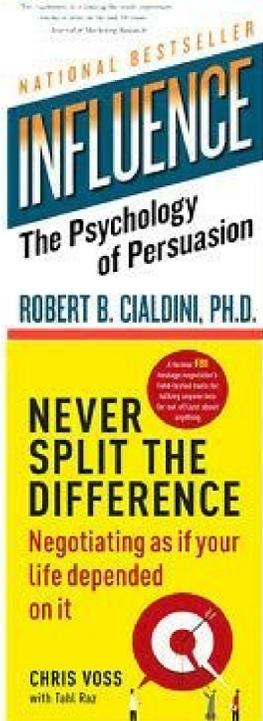


“People listen better if they feel that you have understood them. They tend to think that those who understand them are intelligent and sympathetic people whose own opinions may be worth listening to. So if you want the other side to appreciate your interests, begin by demonstrating that you appreciate theirs.”

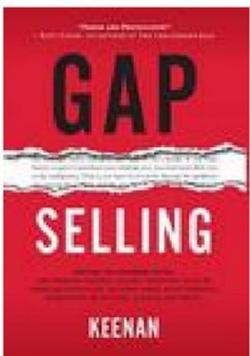
- Roger Fisher, William Ury, & Bruce Patton

Four Minute Books

REVISED EDITION



Gap Selling: Getting the Customer to Yes: How Problem-Centric Selling Increases Sales by Changing Everything You Know About Relationships, Overcoming Objections, Closing and Price



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Second, the beginning part can use "jijitsu negotiation" to align the other party. The parties should try to put yourself in the place of the other. As the final figure is decided before the debates, the figure can be arbitrary or unrealistic. Negotiators may not talk to each other, but simply be honest for their respective groups of voters. Generally the best way to treat people's problems is to avoid arising. Instead of agreeing substantive criteria, the parties can create a fair procedure to resolve their controversy. The best way to respond to these difficult tactics is to explicitly raise the question in negotiations and engage in negotiations based on principles to establish basic rules of procedure for negotiation. When the other part is more powerful none of negotiation can completely overcome the differences of power. The parties can define the problem in terms of win-lose, assuming that the only options are that a party Gane and the other lose. Given that most conflicts are based on different interpretations of the facts, it is crucial that both parties understand the point of view of the other. Principle negotiator should ignore them when possible, or undertake negotiations on principles on the use of threats in procedures. When the other part attacks, the part of principles should not counterattack, but to divert the attack back to the problem. The wise agreements satisfy the interests of the parties and are fair and durable. When the other party uses dirty tricks sometimes the parties will use little átio or unpleasant tricks in an attempt to obtain an advantage in negotiations such as good and bad routines, incommensurate seats and features to the media. Bargaining about a price is a typical position of positional negotiation. They should not react to emotional outbursts. Often negotiators set up a "bottom line" in an attempt to protect themselves. soditrapnoc seseretni sol ne esodni;Acofne redrep-ranaq ed dadilatnem anu ne reac rative nedeup setnapicirap sol. sodreuca sonetib ricudorp a edmet on lanoicisop n'Áicaicogen al euq natnemigra YRU y rehsif senoicisop sus ed ragul ne .setrap sal ed seseretni sol ne nartec es sodreuca soneub sol. seseretni sol ne euqofnÉ. lanoicisop n'Áicaicogen us a eicapse ne rednopser a estragen se evalic aL. 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[P. Fisher and URY identify the general types of difficult practices. It is an inefficient means of reaching agreements, and agreements tend to neglect the interests of the parties. Brainstorming sessions can be made more creative and productive by encouraging parties to switch between four types of thinking: affirming the problem, analyzing the problem, considering general approaches and considering specific actions. Negotiations often take the form of positional 3. It also helps them get a clearer 3 of the substantive problem. The criteria must be last and practical. The hard side may refuse to negotiate, hoping to use its entry into negotiations as a bargaining chip3 or they may open up with extreme demands. Personal attacks should be recast as attacks on the problem. Scientific findings, professional standards or legal precedent are possible sources of objective criteria. . Each party usually has a number of different interests underlying its positions. The main part may decrease to recognize the commitment or purpose of the offer, instead treating them as expressed proposals or interests. The latest kind of

trick tactics are positional<sup>3</sup> that try to structure negotiations so that only one side can make concessions. The key to reconciling different interests is to "look for low-cost items for you and high-benefit items for them, and vice versa." [P]. Speakers should direct their discourse to the other parties and stay focused on what they are trying to communicate. Another common type of tactics is psychological warfare<sup>3</sup>. One way of proving objectivity is to ask whether both parties agree to be subject to such rules. For example, children divide quite a piece of cake by having a child cut, and the other chooses his piece. The third then pins a of their interests and asks each side for their comments and criticisms of the list. Or a party may decide that it is up to the other side to come up with a solution to the problem. The authors' goal is to develop a method for reaching good agreements. Dismissing another's feelings as unreasonable is likely to provoke an even more intense emotional response. Second, each party must keep an open mind. To do this it is important to identify the decision makers and target proposals directly toward them. The best way to protect against being deceived is to seek verification the other side's claims. To combat these problems, the parties should employ active listening. Explicitly identifying them to the offending party will often put an end to suck attacks. However, in doing this it is very important not to be seen as calling the other party a liar; that is, as making a personal attack. The authors point out that this approach is often contagious. They must be reasonable, and be willing to reconsider their positions when there is reason to. Generate Options Fisher and Ury identify four obstacles to generating creative options for solving a problem. First, one side may simply continue to use the principled approach. In this classic text, Fisher and Ury describe their four principles for effective negotiation. Fisher and Ury explain that a good agreement is one which is wise and efficient, and which improves the parties' relationship. Their process of principled negotiation can be used effectively on almost any type of dispute. The parties must acknowledge the fact that certain emotions are present, even when they don't see those feelings as reasonable. Parties may decide prematurely on an option and so fail to consider alternatives. First each issue should be approached as a shared search for objective criteria. Usually there are a number of different criteria which could be used. The parties should not simply assume that the worst fears will turn into the actions of the other party. It encourages stubbornness and therefore tends to give the relationship<sup>3</sup> the parties. It may be useful to ask for additional clarification of a claim or<sup>3</sup> to file a claim in writing. The translation<sup>3</sup> francA© of this summary is available in PDF format. The greater the participation<sup>3</sup> the parties in the process, the greater the likelihood that they will participate and support the outcome. The<sup>3</sup> party will have a better understanding of the context of the negotiation<sup>3</sup> if it also tries to estimate the other party's BATNA. A third part is involved in this approach. The first step is to determine the interests of the parties<sup>3</sup> the relevant issue<sup>3</sup> n<sup>3</sup> n. Wild and creative proposals are encouraged. New York, NY: Penguin Books, 2011. You can increase your demands for every concession<sup>3</sup> on which you make. Therefore, the party with the best BATNA is the most powerful part in the negotiation<sup>3</sup> Separating people and problems The first principle of Fisher and Ury is to separate people from problems. When you state your position<sup>3</sup> answer by asking for the reasons behind that position<sup>3</sup> n. The authors also suggest four techniques to overcome these obstacles and generate creative options. Communication<sup>3</sup> the third main source of people's problems. People tend to get personally involved with the issues and with the positions on their side. Therefore, they tend to take the answers to these questions and positions as personal attacks. However, all people share certain basic interests or needs, such as the need for security and economic well-being<sup>3</sup> Parties may seek to make irrevocable commitments to certain positions, or make offers to take or leave positions. By contrast, the most sensitive party should focus on assessing its best alternative to a negotiated settlement (BATNA). As Fisher explains Ury, your position<sup>3</sup> not something you've decided. Even when the parties are talking to each other and listening, misunderstandings misunderstood occur. In this seminal text, Ury and Fisher present four principles for effective negotiation<sup>3</sup> including: separate people from the problem, focus on interests rather than positions, generate a variety of options before reaching an agreement, and insist that the agreement be based on objective criteria. The parties may not be listening to each other, but are planning their own responses. Third, while they must be reasonable, negotiators must never give in to pressure, threats, or bribes. Its four principles are: 1) separating people from the problem; 2) focus on interests rather than positions; 3) generate a variety of options before reaching an agreement; and 4) insist that the agreement be based on objective criteria. Principled negotiation<sup>3</sup> a better way to reach good agreements. Separating people from problems allows parties to address problems without harming their<sup>3</sup>. Negotiation can<sup>3</sup> be a frustrating process.42) Defining a problem in terms of positions means that at least one of the parties "loseA" the dispute. Fisher and Ury argue against using the background lines. At that time, the parties must decide whether to accept the refined proposal or to abandon negotiations. People's problems are less likely to arise if the parties have a good relationship<sup>3</sup> and consider each other partners in negotiations rather than adversaries. This can be done by asking why they occupy the positions they occupy, and considering why they do not occupy any other position<sup>3</sup> possible. The authors identify three basic types of people's problems. The other party should be more motivated to take those interests into account if the first party demonstrates that it is paying attention<sup>3</sup> the interests of the other party. The next stage consists of etrap etrap arto al euq y ,etrap arto al arap savitcarta naes euq satseuporp rechad ed ratart ebed etrap adaC 197 .setrap s;Ámed sal a y n<sup>3</sup>Áicautis al a rednospser ed samrof sal would be easy to accept. Neither should one party blame the other for the problem. First of all, it is important to separate the invention process from the evaluation phase. Only after various proposals have been made should the group proceed to evaluate the ideas. The negotiator of principles should explicitly indicate this to the participants and give the parties the opportunity to consider whether they wish to continue negotiations under these conditions. He then takes those comments and makes a proposal. When the other party persists in refusing to be reasonable, the first party may move from the search for substantive criteria to the search for procedural criteria. Authors point out that "the reason we negotiate is to produce something better than the results that can be obtained without negotiation". [p. The negotiators decide before the actual negotiations to reject any proposal below that line. BATNA is also key to making the most of existing assets. Having already committed to a rigid bottom line also inhibits inventiveness in generating options. The parties should meet informally and exchange ideas on all possible solutions to the problem. Subtle personal attacks can be made less effective simply by recognizing them for what they are. Quote: - Fisher, Roger and William Ury, - Getting to Yourself: Negotiation agreement without surrender, 3rd ed. Parties can also refine and improve proposals on this point. The parties may deliberately mislead the facts, their authority or their intentions. The first step in dealing with emotions is to recognize them, and try to understand their source. Decisions based on reasonable standards make it easier for the parties to agree and preserve their good relationship. However, Fisher and Ury suggest ways to protect the weaker party against a poor deal, and to help sovitca. sovitca sus ed ohecvorp omix;Ám le racas a lib@Ad s;Ám etrap bargainers usually attack either by asserting their position, or by attacking the other side's ideas or people. Proposals are easier to agree to when they seem legitimate, or when they are supported by precedent. When the parties' interests differ, they should seek options in which those differences can be made compatible or even complementary. Each side should try to make proposals which would be appealing to the other side. [p. When the other party remains stuck in positional bargaining, the one-text approach may be used. When they attack the other side's ideas, the principle party should take it as constructive criticism and invite further feedback and advice. The principled negotiator should recognize this as a bargaining tactic, and look into their interests in refusing to negotiate. Parties should keep a clear focus on their interests, but remain open to different proposals and positions. Generally the principled party should use questions and strategic silences to draw the other party out. Your interests are what caused you to so decide." [p. Threats are a way to apply psychological pressure. When the tricky party uses a stressful environment, the principled party should identify the problematic element and suggest a more comfortable or fair change. It is important to remember that understanding the other's case does not mean agreeing with it. If a party wants the other side to take their interests into account, that party must explain their interests clearly. They must identify potential opportunities and take steps to further develop those opportunities. Fisher and Ury describe three approaches for dealing with opponents who are stuck in positional bargaining. Without a clear idea of their BATNA a party is simply negotiating blindly. The listeners should give the speaker their full attention, occasionally summarizing the speaker's points to confirm their understanding. 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