

Issues, Positions and Interests (Definitions)

Issues: Elements of a dispute which are capable of being addressed —the “agenda” for the negotiation, “topics” to be tackled.

Positions: Specific solutions that a party proposes (*likely to be concrete and explicit*)

Interests: Underlying needs, concerns, goals, evaluation criteria that must be satisfied to resolve the conflict (*often unexpressed, intangible, and perhaps inconsistent*)

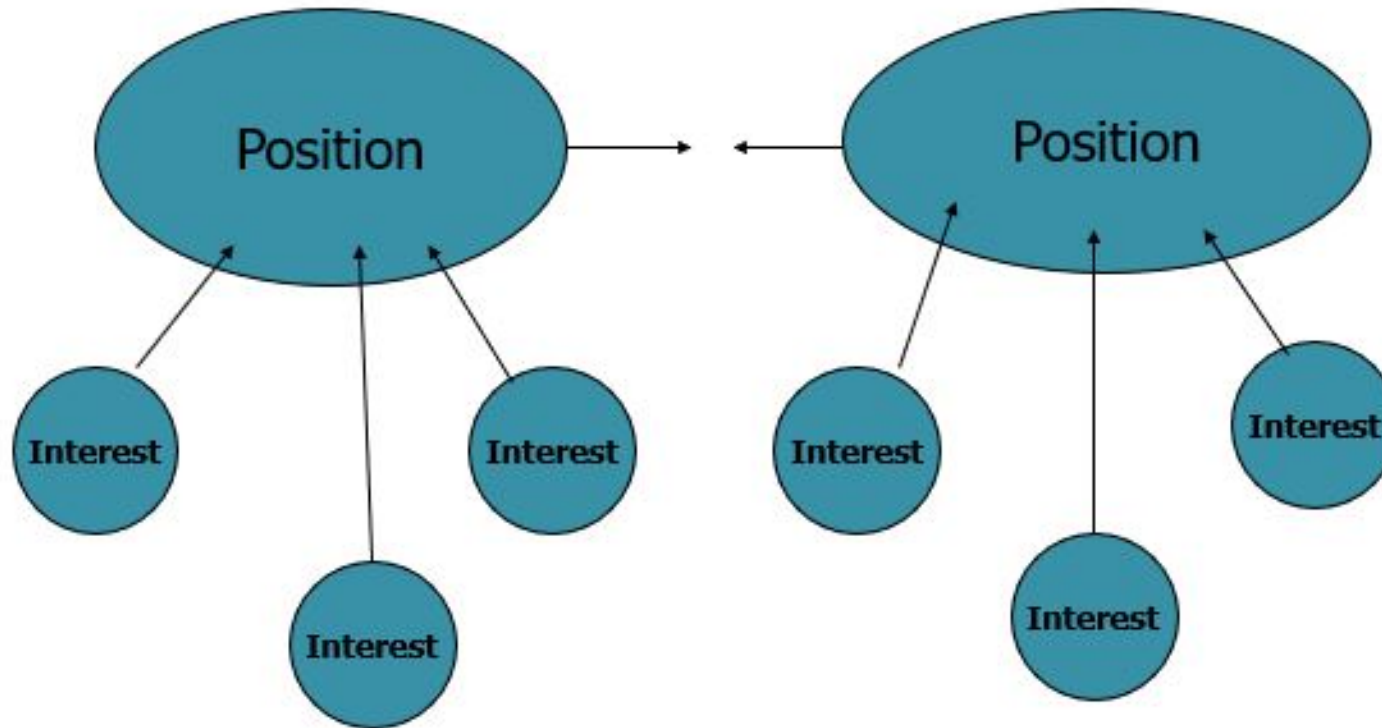
FROM GETTING TO YES:

“In searching for the basic interests behind a declared position, look particularly for those bedrock concerns which motivate all people. If you can take care of such basic needs, you increase the chance of reaching agreement and, if an agreement is reached, of the other sides keeping to it. Basic human needs include:

- ☐ security
- ☐ economic well-being
- ☐ a sense of belonging
- ☐ recognition
- ☐ control of one's life

Positions, Interests, and Issues

Issue



Issues, Position, or Interest?

- *“The classroom door should stay open.”*
- *“The classroom door should stay shut.”*

ISSUE: What should we do with the classroom door?

INTERESTS:

- *Reduce sound*
- *Temperature control*
- *Avoid papers blowing*
- *Need for Control*