



## BODYMIND THERAPY

### EXERCISE

# Negotiation Exercise between Compromise and Synthesis: Finding a Win-Win Solution

**Objective:** Understand and identify a win-win solution between two parties, avoiding compromise situations (lose-lose or win-lose).

#### Materials Needed:

- Two A4 sheets of paper
- A pen or pencil

### *1. Preparation*

- Each party (Party A and Party B) should take an A4 sheet.
- On the sheet, each party writes a list of 10 proposals. Proposal #1 represents the ideal solution for that party, while proposal #10 represents the "No-Go" solution (completely unacceptable).
- Proposals should be ranked based on preference, from the most preferred (no. 1) to the least preferred (no. 9), ending with the "No-Go" solution (no. 10).

### *2. Comparison*

- Once the lists are completed, both parties should place their A4 sheets side by side so that both can see each other's proposals.
- Observe the lists and look for overlaps, similar solutions, or proposals that could be combined into a synthesis agreement.

### *3. Identification of Synthesis*

- Your goal is to find a synthesis solution. This solution should represent a benefit for both parties, aiming to avoid any situation where one of the parties feels they have lost out (lose-lose or win-lose).
- Discussion: Talk about the proposals, seeking to understand the reasons behind each stance and evaluating options that could lead to a win-win solution.

## 4. Conclusion

- Once you've identified a win-win solution, document the agreement. If needed, discuss the practical details on how to implement this solution.
- Reflect on the experience, what you've learned, and how you might use this approach in future negotiations or decisions.

### Note

The key to this exercise is communication and understanding. While you may not find an ideal solution for both parties, the aim is to avoid solutions that are clearly unfavorable to one of the parties. The goal is to find common ground that leads to a mutually beneficial solution.

### EXAMPLE

#### Context:

- Party A wants to relocate the office to a new city for strategic reasons.
- Party B, part of the same team, does not wish to relocate due to family and other commitments in the current city.

#### Objective:

To understand the difference between a compromise (a situation where both parties give up something or one party wins and the other loses) and a synthesis (a win-win situation where both parties benefit).

#### 1. Preparation Phase:

##### List Party A:

1. Relocate the entire team to the new city.
2. Relocate half of the team, including Party B.
3. Open a satellite office in the new city.
4. Relocate just the sales department.
5. Relocate only the marketing department.
6. Party B works remotely full-time.
7. Party B works in the current city but travels once a month.
8. Party B works in the current city and coordinates online.
9. Party B works part-time.
10. No-Go: Leave everything as is.

##### List Party B:

1. Leave everything as is.
2. Increase remote work without transfers.
3. Increase flexible workdays.
4. Create a satellite office without relocations.
5. Work shifts in the new city but without permanent relocation.
6. Travel to the new city once a month.
7. Travel to the new city once every two months.
8. Coordinate remotely with occasional trips.
9. Work part-time remotely.
10. No-Go: Relocation to the new city.

## **2. Comparison Phase**

- Parties share their lists and look for overlaps or combinations.
- At this point, highlight proposals representing compromises (situations where one party loses more than the other or both parties give in) and those that represent synthesis (situations offering benefits to both parties).

## **3. Reflection Phase**

If Party A proposes that “Party B works remotely full-time” and Party B proposes to “increase telecommuting without relocating,” this could lead to a middle ground in which Party B works remotely most of the time but occasionally visits the office. However, if Party A insists on “relocating half of the team, including Party B,” while Party B wants to “keep everything as is,” then agreeing on a middle ground could lead to a compromise where both parties feel they have given up too much.

## **4. Conclusion Phase**

- Come to an agreement on the solution you believe is most beneficial. Choose if this solution represents a compromise or a synthesis.
- If needed, document the agreement and plan a future review.

### **Note**

While a compromise may seem like a quick solution, it may not be sustainable in the long run if one of the parties feels they have conceded too much. A synthesis, on the other hand, seeks to construct something new based on the desires and needs of both parties, creating a solution that, even if not ideal for either party, is mutually beneficial and sustainable.