

# CONFLICT & DISPUTE RESOLUTION

## Status & Roles in Negotiation

### Instructions

When doing the reading for this class, there are the two basic kinds of information you need to understand:

1. What are the main points or conclusions that an author accepts with respect to a particular issue?
2. What are the reasons, important considerations, and evidence that lead the author to accept that conclusion?

For our purposes, it is *information of the second sort that will be our primary concern* since our most basic task is to *evaluate the reasons and evidence* that are offered to support accepting one possible position on an issue, rather than another.

### Reading

Fisher, R., & Shapiro, D. (2005). Acknowledge Status. In *Beyond Reason: Using Emotions as You Negotiate* (pp. 94–114). New York: Viking Penguin.

Fisher, R., & Shapiro, D. (2005). Choose a Fulfilling Role. In *Beyond Reason: Using Emotions as You Negotiate* (pp. 115–140). New York: Viking Penguin.

*Optional:* Mahuad, J. (2005). On Using These Ideas in the “Real World”. In R. Fisher & D. Shapiro (Authors) *Beyond Reason: Using Emotions as You Negotiate* (pp. 183–199). New York: Viking Penguin.

### Questions

1. What is the difference between social status and particular status? Are these zero sum in nature?
2. Why is it a good idea to acknowledge these during negotiation, and how do Fisher and Shapiro suggest that you do so? How can you recognize the status of others without diminishing or demeaning your own status?
3. What is “status spillover”, and what three ways do Fisher and Shapiro recommend for protecting yourself against its influence?
4. What are the three elements of a fulfilling role?
5. What is the difference between conventional roles and temporary roles?
6. How can you make your conventional role(s) more fulfilling while also appreciating the conventional role(s) of others, all in order to be more effective at negotiation?
7. How can you use temporary roles (both for yourself and for others) to foster more effective collaboration during negotiation?
8. Putting all this together, why does acknowledging status and choosing a fulfilling role with the other party encourage wise agreement?

The optional reading by Jamil Mahuad is about his experience, as President of Ecuador, in negotiating with President Alberto Fujimori of Peru over a border dispute between the two countries. This provides some absolutely fantastic examples for acknowledging status and creating productive roles in negotiation (along with using the other core concerns).

To answer these questions you will have to reflect critically on what you have read and possibly re-read important passages.

Although I strongly suggest that you write out brief answers to these questions, you do not have to turn in written responses. You do, however, need to be prepared to speak intelligently about these issues at our next class meeting.