

STRATEGIES FOR BALANCING POWER

- ◆ Model respectful behavior and teamwork
- ◆ Make sure needed information is on the table and fully shared
- ◆ Help parties to take the time to really hear one another. Slow down the process as needed.
- ◆ Help parties to create a self-perception of collaboration; May look at the problem from a systems perspective
- ◆ Help the parties to focus on the future: Where do they want to go from here?
- ◆ Focus on interests; use reframing to identify needs and values
- ◆ Ensure equal airtime and attention
- ◆ Stop intimidating and belittling comments/behavior
- ◆ Remind parties of good faith and ground rules
- ◆ Stress common ground and notice when progress is made.
- ◆ Empower the parties to identify what they themselves can each do to solve the problem
- ◆ Help them make offers: OPTIONS: “Only Proposals That Include Others’ Needs Succeed”.
- ◆ Reality test/create doubt
- ◆ Use silence
- ◆ Introduce homework/information gathering
- ◆ Call a break to give a little space or to consult with your co
- ◆ Call a caucus or private meeting
 - To vent feelings
 - To assess interests
 - To help parties develop strategies
 - To find hidden agendas or facts
 - To increase client’s confidence
 - To coach
- ◆ Be prepared to withdraw services if power imbalance is too great