INTERESTS-BASED PROBLEM SOLVING (IBPS)

Use **listening** and **questioning** to help identify interests.

Ask **questions** to uncover underlying interests:

***“What makes that (position) important?”***

***“What would that (position) get you that you need/want?”***

***“What would that (position) get you that you don’t have now?”***

Position - What a person wants or demands.

A position is the pre-determined solution the speaker believes will *best* solve the problem from his/her perspective.

People tend to “take a stand” with their position.

Positions seem logical & reasonable to the speaker.

‘Taking a position' leapfrogs from problem to solution.

Positional arguments tend to escalate conflict.

**POSITION**

Interests - The “why” behind a position.

Interests motivate a person to take a particular stand.

Interests are often intangible: recognition, respect, security.

Usually there are several ways to satisfy interests.

People negotiate issues because of the underlying interests they want to have addressed and satisfied.

**INTERESTS**

Problem Statement Based on COMBINED Interest

“Frame” or create one comprehensive statement which defines the problem based on the joint and individual underlying interests of the team members. Statement should NOT include a position.

IBPS encourages team members to think of possible options beyond their original position (solution).

IBPS defines the problem as one to be solved by *working together*.

**PROBLEM BASED ON COMBINED INTERESTS**

***Examples of Problem Statement based on interests:***

***“How can we \_\_\_\_\_in a way that”***

***“How can we provide emotional support to your son while maximizing instructional time?”***

***“How can we \_\_\_\_\_while at the same time \_\_\_\_\_?”***