

*A Comparison
of Positional Bargaining
vs. Interest-based Negotiating*

Positional Bargaining	Interest-based Negotiating
Disputants are adversaries	Disputants are joint problem-solvers
Goal is victory	Goal is wise decisions
Demand concessions	Work together to determine who gets what
Dig into positions	Focus on interests, not positions
Mislead, use tricks	Be open about interests, use fair principles
Insist on your position	Insist on objective criteria, accept multiple answers
Apply pressure	Use reason and understanding, yield to principle, not pressure
Look for win for you alone	Look for win-win opportunities & solutions