

Why Is It Useful to Separate Interests from Options/Solutions?

- When people put options/solutions on the floor right away, they are likely to have some ego connection with them. It may be difficult for individuals to move away from their initial statements
- Solutions that one person brings to a problem will often not be acceptable to other parties in the room--They have their own solutions in mind!
- Learning what is important to others opens the door to more (and different) options/solutions
- Listening to how a problem is experienced by others can make people more flexible and willing to consider other options
- Groups often converge too early on deciding what to do before they know what all the possibilities might be
- “The other side” in a conflict is the best resource for possible options/solutions—they can add to the list of what is possible
- An interest—hope, worry, need, concern—may be satisfied in a variety of ways— not just with one single option/solution