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Conflict Analysis & Planning Template

Date: _____

1. What is the history of the conflict? What is currently happening?
2. What is your real need (interest) underneath your position? What is driving your attempt to win your position? If you have more than one interest, how would you prioritize them?
3. What do you think the other person's perspective is of the conflict?
4. What do you think is their real need (interest) underneath their position? What do you think is driving their attempt to win their position? If you think they have more than one interest, how would you prioritize them?
5. What is your BATNA? How can you strengthen it?
6. What do you think their BATNA is?
7. Do you foresee any problems pertaining to your feelings/reflexive conflict behavior that could arise during the discussion? What can you do to prevent potential problems?
8. Do you foresee any problems pertaining to their feelings/reflexive conflict behavior that could arise during the discussion? What can you do to overcome these problems if they occur?
9. Are there any objective criteria you could use upon which to base your solution? What are they?

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