

Habit #4: Think Win/Win

8/11/19

Most human interactions can be described as one of six paradigms:

1. Win/Win - All parties are happy with the solution (A better way rather than your way or my way)
2. Win/Lose - Everything is a competition (I win, you lose)
3. Lose/Win - Puts oneself down in order to please others (I have to lose so you can win)
4. Lose/Lose - Both parties aim to make the other person lose (If I lose, then you lose as well)
5. Win - Only focus on getting what you want (As long as I win)
6. Win/Win or No Deal - All parties must be happy or else both sides will walk away

No single paradigm is sufficient in all scenarios. Depending on what situation you are in, one may be clearly better than another. However, with many conflicts, the last paradigm (Win/Win or No Deal) is a better solution since it forces one of two outcomes. Either both parties will be content or both parties will agree to disagree agreeably, effectively walking away without either side feeling like they lost anything.

This requires an understanding of how to approach Win/Win agreements. The five dimensions of Win/Win are:

1. Character - Integrity, maturity, and abundance mentality
2. Relationships
3. Agreements - desired results, guidelines, resources, accountability, and consequences
4. Win/Win Management Training
5. Win/Win Performance Agreements

In order to truly support a Win/Win environment, the system must also support and reward it. Otherwise, there will be no incentive for others to try and get a Win/Win outcome either.