

# INTEREST-BASED PROBLEM SOLVING

## ISSUE

“What” is the problem you are trying to solve?

Each party develops topics to address via communication with constituents.

Clearly define. Jointly write issue question.

## INTERESTS

“Why” underlying or causing each issue.

Union and employer identify interests in separate caucuses.

Discuss interests with the other party.

Goal is listening and understanding. Identify mutual interests.

## OPTIONS

“How” to address the issue.

Develop specific possible options to the issue statement by *brainstorming*.

Keep interests in mind when generating options.

## REVIEW AND CONFIRM STANDARDS

Definition: objective criteria that will be used to evaluate options.

Standards: Legal, Ratifiable, Affordable, Practical, & Addresses Interests.

## SOLUTION(S) TO RESOLVE THE ISSUE

Clarify options.

Eliminate duplicates or options that don't obviously meet standards.

Prioritize top options to begin discussion (i.e. use colored dots).

Measure options against standards.

Use *consensus* to agree on the best conceptual solution(s).

Develop language (subcommittee?), check for *consensus* on final language.