

Positional Bargaining



disputants are adversaries



goal is victory



demand concessions



dig into position



mislead, use tricks



insist on your position



apply pressure



look for win for you alone

Integrative Bargaining



disputants are joint problem-solvers



goal is wise decision



work together to determine who gets what



focus on interests, not positions



be open about interests, use fair principles



insist on objective criteria; consider multiple answers



use reason; yield to principle, not pressure



look for win-win opportunities