**Marital Negotiation – Willard Harley Jr.**

**Conflict Resolution Strategies**

1. **Sacrifice Strategy** – When you have a conflict with your spouse, you willingly give your spouse what she wants at your expense *without letting on that you are making a sacrifice*?
2. **Capitulation Strategy** – When you have conflict with your spouse, you explain your preferred resolution, but you give in to what your spouse wants, *letting your spouse know that it’s not what you want*.
3. **Dictator Strategy** – When you have a conflict with your spouse, you demand the resolution you want, giving your spouse no right to refuse.
4. **Dueling Dictator Strategy** – When you have a conflict with your spouse, you dictate to your spouse your preferred resolution and your spouse dictates to you her resolution. Then you fight over which one will be followed.
5. **Anarchy Strategy** - When you have a conflict with your spouse over something you would like to do, you do it regardless of your spouse’s objections. (The dictator strategy involves telling your spouse to do something for you that she objects to doing, while the anarchy strategy involves doing something yourself that your spouse does not want you to do.) Individual behaviors.
6. **Democracy Strategy** - When you have conflict with your spouse, you explain your preferred resolution, but you don’t do anything until you have reached a mutually enthusiastic agreement regarding the resolution.

**Policy of Joint Agreement –** Never do anything without an enthusiastic agreement between you and your spouse.

**Step 1 – Establish Ground Rules:**

1. Be pleasant and cheerful throughout discussion
2. Put safety first – do not make demands, show disrespect, or become angry when you negotiate
3. If impasse (1 or 2 above being violated), then take break and come back

**Step 2 – Identify the problem and investigate each other’s perspectives**

The Issue:

His Perspective:

Her Perspective:

**Step 3: Brainstorm possible solutions:**

**Step 4: a) Choose a solution that meets the conditions of the Policy of Joint Agreement and test that** **solution for one week.**

1. **Evaluate the effectiveness and either (a) go back to step 3 to find a new solution if necessary or (b) continue implementing the current solution.**

**Conflicts: Friends & Relatives**

**Scenario 1**  Amy believes that Sam’s friends are taking up too much of his time. But he believes that having friends requires an investment of time, and friends are important in a man’s life. Amy feels that Sam’s wife and children should be his highest priority and that his extra time should be spent with them. What are some of the ways that both spouses could be happy without a change in their perspective?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Scenario 2**  Ralph feels that his wife, Sally, is being too friendly with a male choir member. Sally feels that nothing is going on, so Ralph should not be concerned. What are some of the ways that both spouses could be happy without a change in their perspective?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Scenario 3**  Jane feels that Henry is helping his widowed mother with home repairs while letting their own home go unrepaired. Henry feels that his grieving mother need immediate emotional support, which his home repairs can provide. What are some of the ways that both spouses can be happy without a change in their perspectives?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Scenario 4**  Steve is offended by the way Karen’s siblings make fun of him when they are together. He doesn’t want to join her in family gatherings. Karen feels that her family acts that way toward everyone, even her, and that Steve will eventually get used to it. What are some of the ways that both spouses can be happy without a change in their perspectives?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Conflicts: Career Requirements and Time Management**

**Scenario 1**  Alan’s job requires him to travel several days each week, leaving his wife, Carol, feeling neglected and fearful that he might have an affair. Alan feels that his job requirements are something they must both accept. What are some of the ways that both spouses could be happy without a change in their perspective?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Scenario 2**  Janet brings home work every night and weekend, leaving her husband, Mark, feeling neglected. She feels that eventually she will be able to get work done during regular hours, but for now she cannot afford to get behind or she will lose her job. What are some of the ways that both spouses can be happy without a change in their perspectives?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Conflicts: Career Requirements and Time Management**

**Scenario 3**  Emma feels neglected when her husband, George, plays golf every weekend. George feels that golf is the only way he can relax after a very stressful week. What are some of the ways that both spouses could be happy without a change in their perspective?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Scenario 4**  Andy and Rachael both work, but she does most of the childcare and housework in the evenings and on weekend, and she is getting only about four hours of sleep per night. Racheal feels that Andy is not sharing the responsibility. Andy feels that Rachel is doing more than is necessary. What are some of the ways that both spouses can be happy without a change in their perspectives?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Conflicts: Financial Management**

**Scenario 1**  Carlos feels that because he earns most of their income, he should be able to spend at least some of it as he sees fit. Toni feels that his income belongs to both of them, so she should have a say in how all of it is spent. What are some of the ways that both spouses can be happy without a change in their perspectives?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Scenario 2**  Kari want to buy their high school age daughter an iPad. Toby feels they can’t afford it. What are some of the ways that both spouses can be happy without a change in their perspectives?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Conflicts: Financial Management**

**Scenario 3**  John wants to save for retirement while they raise their children, while Melissa wants to save for their children’s education. What are some of the ways that both spouses could be happy without a change in their perspective?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Scenario 4**  Tammy wants to eat out after she comes home from work. Wayne wants to save money by having dinner at home. What are some of the ways that both spouses can be happy without a change in their perspectives?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Conflicts: Children**

**Scenario 1**  Dan feels that their high school age children should be in bed by 9:00, but Karla feels that it’s okay for them to stay up until 10:00. What are some of the ways that both spouses can be happy without a change in their perspectives?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Scenario 2**  Katie wants her husband, Jared, to support her when their junior high age daughter talks back to her. Jared feels that it’s Katie’s problem to solve, and he doesn’t want to interfere. What are some of the ways that both spouses can be happy without a change in their perspectives?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Conflicts: Children**

**Scenario 3**  Phil feels that if their children don’t clean up their rooms, they should be forced to simply shut the door and live in the mess. Taylor feels that the children should be punished if they don’t keep their rooms clean. What are some of the ways that both spouses could be happy without a change in their perspective?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Scenario 4**  Colleen wants to help their children with their homework, but Bill feels they should do it themselves. What are some of the ways that both spouses can be happy without a change in their perspectives?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Conflicts: Sex**

**Scenario 1**  Paul wants spontaneous, unplanned sex, while Leah feels ambushed whenever he wants to make love. What are some of the ways that both spouses can be happy without a change in their perspectives?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Scenario 2**  Andrea wants to make love in the morning before she and her husband, Evan, get up. Evan wants to make love after they go to bed at night. What are some of the ways that both spouses can be happy without a change in their perspectives?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Conflicts: Sex**

**Scenario 3**  Joel want his wife, Sandy, to wear very sexy night-gowns to bed. Sandy wants to wear pajamas. What are some of the ways that both spouses could be happy without a change in their perspective?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution

**Scenario 4**  Trudy wants to make love in the dark, while Mike wants to make love with all of the lights on.. What are some of the ways that both spouses can be happy without a change in their perspectives?

The Issue:

His Perspective:

Her Perspective:

His List of possible resolutions:

Her list of possible resolutions:

Final Resolution