

Negotiation Introduction Class Notes

You will see the term, “Negotiator’s Dilemma” used for at least the following two meanings:

1. Deciding when to “create” and when to “claim”.
2. Deciding when to co-operate and when to compete.

The latter meaning is sometimes explained with a prisoner’s dilemma scenario with co-operating being co-operating with the co-accused and not with the authorities and with competing being competing with the co-accused and not with the authorities.

You will see several terms used with more than one meaning without the authors declaring their meaning. Occasionally you will see authors switch meanings for a single term within a single article without declaring their initial meaning and without declaring their switch. It may be helpful to, when reading one of the terms, ask yourself which of context, behaviour, and experience, for example, perceived outcome relative to expected outcome, the writer means.

For example:

| | Behaviour | Context | Experience: Perceived outcome relative to expected outcome |
|--------------|--|---|--|
| Win win | Can refer to a negotiating behaviour. Sometimes used interchangeably with integrative bargaining. | Both may improve their situations. | Can refer to perception that each did better than they expected. |
| Win lose | Can refer to a negotiating behaviour. Sometimes used interchangeably with distributive bargaining. | An improvement for one represents a diminishment for the other. | Can refer to perception that one did better than they expected and one did worse than they expected. |
| Lose lose | | Both will experience diminished situations. | Can refer to perception that each did worse than they expected. |
| Integrative | See win win | See win win | |
| Distributive | See win lose | See win lose | |