

Differentiating Interests from Positions

Positions	Interests
<u>What</u> I want or need	<u>Why</u> I want or need it
Often binary/absolute (yes/no, yours/mine, right/wrong, etc.)	Describes the motivation for a need or want
Distributive (resources can and will be divided)	Integrative (stakeholders' interests can be integrated for shared gain)
Involves stakeholders claiming their piece of the pie	Involves stakeholders <u>creating</u> new solutions and new "pie"
Involves win/lose dynamics	Involves win/win dynamics
Stakeholders seek to maximize their own gains and minimize their own losses	Stakeholders seek to maximize joint gains
Best outcome: everyone gets about half of what they want	Best outcome: everyone gets most or all of what they want
Allows for a single solution: <i>this one</i>	Allows for multiple possible solutions
<p>Example: This river floods; we need a dam.</p> <p><i>Solution = build a dam.</i></p>	<p>Example: This river floods; we need to do something to stop the flooding.</p> <p><i>Solution = build a dam OR create wetlands for flood water retention OR build multiple small diversions to slow water as it reaches the stream OR reduce impervious areas in upstream areas so water percolates into the ground instead of running off</i></p>