

WIN-FOR-ALL WORKSHEET

Step 1 Define what is the core need of each of the parties involved

What is your core need/want _____

i.e. We want to get the product to the customer within three weeks

Why is this need/want so important to you? _____

i.e. I want to keep our customer, be profitable, keep my job, support the company

What is his/her/their core need/want _____

ie. They want to provide a product free of errors and want a deadline of a month

Why is the others need/want so important to him/her/them? _____

i.e. They want to keep the customer happy, be successful, etc.

Step 2 Express yourself fully

- What feelings are you having about your needs/wants and/or their needs/wants? (anger/frustration, sadness, fear, joy, sexual feelings)
- Notice any sensations related to these emotions and breath, move or sound them all the way through to completion.
- What stories or judgements do you have about your needs/wants and/or their needs/wants?
- Fully reveal anything you are withholding from fear to the others involved.

Step 3 Look for how the **opposite of your story** is at least as true related to your needs/wants and the other's needs/wants.

Step 4 What can you **appreciate** about the other parties' need?

Step 5 From **curiosity**, how can you get your need/want met in a different way than the current action you are wanting to take? *(If nothing comes, sit in silence and focus on your breath for 5 minutes and look again for another option)*

How could the other party get their need/want met in a different way?

Step 6 From **100% responsibility**, how can you support the other person/s in getting what they most need/want?