

## Learning to Negotiate as a Servant

### P-A-U-S-E

(From Ken Sande, *Peacemaking for Families*)

“Let nothing be done through selfish ambition or conceit, but in lowliness of mind let each esteem others better than himself. Let each of you look out not only for his own interests, but also for the interests of others” [PHILIPPIANS 2:3-4].

Introduction:

I. Negotiating that shows care for others is Christ like.

A. Consider Philippians 2:3-4

B. Consider Matthew 22: 36-40

“Love... is not self-seeking” [1 CORINTHIANS 13:4-5].

II. So, when you need to negotiate, PAUSE.

P \_\_\_\_\_

A \_\_\_\_\_ relationships

U \_\_\_\_\_ interests

S \_\_\_\_\_ for creative solutions

E \_\_\_\_\_ options objectively and reasonably

A. Prepare.

The atmosphere—Eph. 4:1-3: Is it safe to talk?

“The wisdom of the prudent is to understand his way, but the folly of fools is deceit”  
[PROVERBS 14:8, 22].

Pray.

Get the facts.

Get the log out of your own eye (Matt. 7:1-5)

Identify issues and interests.

Study the Bible.

Seek Godly counsel.

Anticipate reactions.

Pick a good time and place.

Plan your opening remark.

B. Affirm relationships (show concern and respect).

Communicate in a courteous manner.

Spend time on personal issues.

Exercise authority with restraint.

Submit to authority in a godly manner.

Earnestly seek to understand others' concerns and perspectives.

Look out for the interests of others.

Confront in a gracious manner.

Give sincere praise and encouragement.

C. Understand interests.

\_\_\_\_\_ - an identifiable and concrete question

\_\_\_\_\_ - a desired outcome or definable perspective on an issue

\_\_\_\_\_ - what motivates people and gives rise to positions; a concern  
desire, need, limitation, or something a person values

Principle: The better you understand others' interests (as well as your own), the more likely you are to develop acceptable solutions.

Ask clarifying questions (Am I hearing you say? It seems like your fear is\_\_\_\_\_).

Repeat back to the person what you believe you are hearing and ask him or her to correct your misunderstanding (Please don't let me put words in your mouth but it seems like I'm hearing you say\_\_\_\_\_. Is that correct? Or, how would you state it?)

Try to concisely state what the issue is from each other's perspective and narrow it down to a sentence or two.

Now that you clearly understand each other's position on the issue or issues turn each issue into a question or questions to be answered. What is the most important question to be answered related to this issue?

See page 4 for listening and question asking skills.

D. Search for creative solutions [PROVERBS 14:8; DANIEL 1:11-13].

Look to God's truth [PSALM 19:7; 111:10].

When brainstorming, separate inventing from deciding. This is time to be creative so **don't criticize suggestions.**

Continue to practice clarifying skills.

If things start to get "heated" take a break and then come back and pray together and start again.

E. Evaluate options objectively and reasonably (evaluate, don't argue).

"So Daniel said to the steward whom the chief of the eunuchs had set over Daniel, Hananiah, Mishael, and Azariah, 'Please test your servants for ten days, and let them give us vegetables to eat and water to drink. Then let our appearance be examined before you, and the appearance of the young men who eat the portion of the king's delicacies; and as you see fit, so deal with your servants.' So he consented with them in this matter, and tested them ten days. And at the end of ten days their features appeared better and fatter in flesh than all the young men who ate the portion of the king's delicacies. Thus the steward took away their portion of delicacies and the wine that they were to drink, and gave them vegetables" [DANIEL 1:11-16].

Seek objective opinions from trusted advisors [PROVERBS 12:15; MATTHEW 18:16] or ask them to mediate (I Cor. 6:1-8).

Look behind others' positions and deal wisely with their objections and criticisms.

Conclusion:

How could you put this into practice? What is the biggest issue in your marriage right now? Have you taken the time to understand your spouse's position?

Spend a moment writing a prayer of commitment telling the Lord what you have learned and how you plan on using this principle.

## Communication skills

1. Speak only to build others up.

*“Let no corrupt word proceed out of your mouth, but what is good for necessary edification, that it may impart grace to the hearers” [EPHESIANS 4:29].*

2. Listen carefully

3. Waiting [PROVERBS 18:13] [MATTHEW 7:12]

- a. Concentrating

- b. Clarifying

- “Are you saying...?”
- “Would you give me an example...?”

4. Reflecting

- a. “From your perspective, I was wrong when . . .”

- b. You really care about . . .”

5. Agreeing [PSALM 141:5; PROVERBS 28:13]

- a. “You’re right. I should not have. . .”

- b. A lot of what you say is true.”

- c. “I can understand why you feel that way.”

### **Let’s practice:**

**What is your biggest concern about the US or the church in the US right now?**

**Ask your partner, who, what, when, where, why, how questions?**

**Explore for deeper fears/interests.**

**Practice reflecting back to make sure you are hearing correctly.**