

PROCESS ANCHORS

- 1. Recognize your own process needs and respect your spouse's process needs.** Each person needs to go through his or her own development of issues, evaluation of options, and determination of needs. The more prepared you are to negotiate, the more likely you are to reach an agreement and the more successful the agreement will be for each of you .
- 2. Recognize the futility of arguing about perspectives, interests and beliefs.** Identify your perspectives, interests and beliefs and listen for what you can learn about the other person's perspectives, interests and beliefs.
- 3. Speak only for yourself. Use "I" statements.** Listen for a tendency to include a reference to the other party in your language. Reframe your speech to exclude any statement regarding what the other party thinks, feels, wants or needs.
- 4. Avoid critical, judgmental, accusatory, blame-oriented, sarcastic or inflammatory language.** How well do you respond to this type of language?
- 5. Commit to the fullest development of choices and alternatives.** Each party's self interest is served by contributing to the creation of the widest range of possible choices.
- 6. You can just say "No".** This process is entirely voluntary and no amount of legal force will be used to create an outcome over your objection.
- 7. Be effective.** Measure the value of your conduct in this process by asking whether it is *effective* in advancing you to your desired goals or objectives. Emotions may compel you to show your anger, hurt, pain, distrust or contempt for the other, but be mindful of how ineffective that will be in achieving your goals.
- 8. Take responsibility for your feelings, interests and choices.** Holding another responsible for how you feel, what you need and what you choose serves only to make you dependent on that other person. By taking responsibility for your feelings, needs and choices, you take meaningful control over your life.