

Compromise

Compromising is a skill you use when working with others. Compromising means giving up some of what you want so that others can reach their goals. At the same time, others give up something so that you can get part of what you want.

1 Identify your goals and the goals of others.

Think carefully about your own goals. If there is disagreement within the group, there is a good chance that you will have to give up some things in order to get other things that you want. Make sure that you know what is most important to you. If you give up something important, you may not be happy with the compromise. Be sure that you also understand the goals of others in the group. Find out what is most important to them.

2 Plan a way to move forward toward the goals, looking for things that each person can gain or give up in order to reach a resolution.

Once you understand everyone's goals, think of ways that your goals might get in the way of the goals of others, and vice versa. Decide what you could give up so that others can achieve their goals. Think what you would like others to give up so that you can get what is most important to you. You might start by offering to give something up. Then you could say, "This is really important to me. Is there any way that we can find a solution that meets this goal?" Be flexible. It might take a lot of discussion before everyone agrees on a solution.

3 Make a final agreement that creates a resolution.

Once each side has given up some goals in order to achieve others, the group needs to make a final resolution. Agree on a solid, detailed plan that makes your compromise work. Make sure that everyone has a chance to raise concerns and that these concerns are addressed. Your plan is much more likely to be successful if everyone is happy with the resolution.