



NEGOTIATION ROLE PLAYING

INSTRUCTIONS: Read the scenario to all the role players. Cut out and distribute the roles to each of the participants. Give them a few minutes to read and prepare for the negotiation. Have the participants negotiate the situation with each other in their given roles.

THE NOTE

THE SITUATION: Carla and Thomas agreed to negotiate with one another after a conflict broke out between them in front of their history class. When the teacher caught Thomas with a folded note during a test, Thomas insisted the note was not his, but that Carla had thrown the note on his desk and he'd refused to pass it. Carla and Thomas have been classmates for a while now, but they are not close friends. Unable to settle the conflict during class, they approached one another during lunch

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YOU ARE THOMAS: During a test the teacher embarrassed you by calling you out in front of the class and picking up the folded note on your desk. He implied that you were trying to cheat by passing notes, which made you angry because you spent all week studying and have never cheated. The note wasn't yours, it was Carla's, who sits behind you in class. She threw it on your desk and tried to get you to throw the note to her friend at a nearby desk. You refused, not wanting to participate in whatever scheme she was up to, and you were also trying to concentrate. To prove your point, you put the note out on your desk in plain sight, hoping the teacher would see and Carla would finally get the severe punishment you think she deserves. You think her note passing is a sign of laziness and stupidity. Your plan backfired and now you're here. You just want someone to understand the truth and validate your opinions about it, but you also wouldn't mind if she got detention.

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YOU ARE CARLA: You've been going through a lot at home. Your parents are in the process of getting a divorce and it's emotionally exhausting and stressful. The only thing that's helping you stay sane is your friends' support. You just found out that your Dad will be packing boxes to move out of the house today and you don't want to go home. You wrote a note to your friend asking if you could hang out at her house after school instead, and then you tossed it toward her, but it landed on Thomas's desk. He refused to pass it, which urgently upset you because the note was personal. He was rude and ignored you, which made you mad. You know you shouldn't have been passing notes during a test, but it was just bad timing. You've been studying for the test all week, but you could tell Thomas thought you were trying to cheat. When the teacher took the note off Thomas's desk and he blamed you, you decided to play innocent in revenge. You feel that Thomas is very disgusted by you and judgmental, but you don't know him well enough to explain everything that's going on. You wish he would be more understanding and kind.



BLACK MARKET BIO TUTOR

THE SITUATION: Eddie and Wade are usually really close, but currently they're not on good terms. Eddie has been doing Wade a favor and unofficially tutoring him in biology. Earlier this week, Wade failed his biology test and now things are tense between the two friends.

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YOU ARE WADE: You are really angry with Eddie. You completely blame him for your failing grade on the biology test. You did everything he told you to do and you still failed. It's a lot easier for you to blame Eddie than for you to begin to wonder if you're not very smart. You can't understand why Eddie would lead you astray, unless he did it deliberately. Sometimes you feel like Eddie does things that purposely point out how much smarter he is than you, and it drives you crazy and makes you feel small. Eddie is always upbeat, generous, and kind so it's generally hard for you to share your frustration with him, except this time. You are frustrated that Eddie wasted your time and mislead your expectations about the test. While you know you could have paid more attention to Eddie's tutoring, you would rather have people think Eddie is responsible for you being unable to attend the class camping trip, rather than your inability to get a good biology grade. You'd like Eddie to apologize and accept blame for your failed grade.

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YOU ARE EDDIE: You feel sorry for Wade, and partially responsible for his failing grade. However, you only feel guilty in wondering if you could have explained concepts more clearly, but there's no doubt in your mind that the test grade was in Wade's hands. You gave the tutoring your best shot, and you didn't charge anything because you're not a professional tutor, but putting in the extra work and studying was Wade's responsibility, and it's clear he didn't take that seriously. You're upset that your friend won't be able to go on the school camping trip, but you don't think it's fair that he's blaming you for his test grade. You're pretty confident that Wade would have passed the test if he'd really paid attention to you during tutoring. You know that Wade gets uncomfortable when you display too much knowledge of schoolwork or mention your test scores, so you try not to bring it up, but you also believe Wade could have grades like yours if he truly committed to the work. For you, the bottom line is that Wade is your friend, and while you don't want him to blame you for his grade, you also don't want him to be mad at you. You're considering the idea of offering to stay back with him and not go on the camping trip so he won't be alone, or maybe plan a separate camping trip with Wade to enjoy together another time.



POINT GUARD

THE SITUATION: Patrick and Colin are both on the basketball team. Colin complains to the coach that Patrick, who is point guard, will never pass the ball to him. Yesterday during practice, Colin grabbed the ball and threw it, hitting Patrick in the face.

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YOU ARE COLIN: You are tired of Patrick ignoring you during games and assuming you aren't a skilled enough player to pass the ball to. You were hard, you show up to practice, and you do your best, but you don't feel he treats you fairly. You know you're not the best player on the team, but neither is Patrick. You want to feel like an appreciated and respected part of the team, but Patrick's actions make you feel beneath everyone else. You've tried talking to the coach about the issue, but it doesn't seem to change anything. During practice yesterday, you watched as Patrick repeatedly passed the ball to other members of the team, most of whom ended up ruining the play. You finally got so aggravated that he wasn't passing you the ball that you lost control of yourself and threw the ball at Patrick. You didn't intend to hit him in the face with the ball, but you did intentionally throw it so it would harm him. You're sorry you hurt Patrick, but you're not sorry about why. You want him to recognize his unfairness toward you as a teammate and agree to change his behavior toward you.

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YOU ARE PATRICK: You know that Colin has issues with how often you pass him the ball, but you don't think you deserved to be hit in the face with the ball because of it. Generally, you think Colin is a good guy and you don't have anything against him personally, but he's just not one of the best players. You know it's important to be fair in a team setting, but you also want to win games and help the team get better. You don't believe passing the ball to Colin will help improve either of those things. You're not the only one who could pass the ball to Colin but doesn't, so you don't understand why he singles you out about it. Sometimes you think Colin shouldn't complain so much about how often he gets the ball, and instead support his teammates with what is needed during games or practices. If you see Colin's skills improve then you'd be more willing to pass the ball to him. For now, you just need him to calm down and apologize for hitting you. You don't think that was very fair or sportsmanlike of him either, but at the same time, his poor aim does prove your point that he isn't very skilled.



FRIENDSHIP TRIANGLE

THE SITUATION: Scarlett, Mara, and Claire have been best friends for a long time; however, recently Mara and Claire have had a lot of conflict with one another. No longer wanting to be caught in the middle, Scarlett suggested the idea to negotiate the situation with one another.

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YOU ARE MARA: You have been friends with Scarlett and Claire for a long time, but recently you and Claire have drifted apart due to different interests and maturity. You feel that Claire sometimes acts childish and craves attention. You don't dislike Claire, but being around her annoys you more than it used to. You are good friends with Scarlett, but it's hard to find a way to be around Scarlett without Claire also being there. Sometimes Claire does or says things that strike a nerve in you and you react by making a teasing comment. You don't intend to hurt her feelings by teasing, but sometimes you can tell she doesn't totally understand the joke and gets offended. Instead of confronting you about your teasing, Claire cried and vented about you to Scarlett. You're angry that Claire didn't come to you directly, but you are angrier that she's using her feelings to keep Scarlett away from you. You want to be able to hang out with Scarlett without Claire being there, but you also don't want Claire to think you dislike her.

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YOU ARE CLAIRE: You have been friends with Scarlett and Mara for a long time, but recently it feels like Mara doesn't like you. She seems annoyed and disinterested in everything you do but you don't know why. Sometimes you find it hard to figure out what Mara is thinking or feeling, because she acts so reserved and private. You don't know what you did that caused her to start treating you differently, but she's started to make hurtful and judgmental comments at you in front of friends. It seems like nothing you do or say is the right thing, and she's always making you feel stupid by pointing out your flaws. You've been dealing with it by trying to avoid Mara, but it's tricky when she's always with Scarlett. When Mara's comments were particularly hurtful, you decided to talk with Scarlett about it, since you didn't feel comfortable talking to Mara. Talking to Scarlett seemed to make Mara dislike you more. You wish you could understand why Mara is being so hurtful so you could make things go back to normal.

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YOU ARE SCARLETTE: You have been friends with Mara and Claire for a long time, but recently they have been acting so hurtful towards one another. You're fairly quiet among your friends so you don't usually speak up about it or try to contribute to a solution. You think it's because you're so easy going that Claire and Mara are able to fight over you, causing you to get stuck in the middle of their conflicts with one another. You know that Mara thinks Claire is immature and obnoxious, and you know that Claire thinks Mara is mean and bossy. You know that Mara makes jokes and teases Claire as a way to vent her frustration, but sometimes she goes too far. You also know that Claire craves attention and sometimes overreacts to Mara's comments in order to get you to feel sorry for her. Both talk about the other to you. You've heard both sides of the story, but you know they need to hear each other's sides in order for any resolution to happen.