



Compromise Young Adult Handout

SOCIAL SKILL OBJECTIVE: Students will learn that compromise requires an understanding of other people’s views and a willingness to come to an agreement with the other person. Someone who can compromise shows strength of character and humility, has a sense that to give a little does not mean to “lose,” and desires peace and reconciliation over conflict and a need to “win”. Instructors will use one or more of the following activities.

DISCUSSION CARDS: Compromise

FOLLOW UP:

Compromising is **NOT** about arguing or debating. It is about sharing power. Compromises give us a voice and allow everyone to **RESPECTFULLY** ask for what they want and need. And compromises give us an important way of relating that builds trust and connection.

First, it is important to keep calm and “try not to overreact”. No one wants to compromise when he/she feels threatened, yelled at, or disrespected. Take a few moments to breathe and main your composure as best you can.

A compromise shows that we have respect and understanding of other's thoughts, ideas, and feelings.

We initially look at interactions from a single viewpoint. There are, in fact, multiple viewpoints. Listen to others with an open mind. When there is conflict, stop and ask for a brief discussion. What do you want? What does your friend want? Why? Is there a way you can each get part of what you want? If only one of you gets what you want, is that fair to the other one? How can you make it fair? Learning to listen to others and trying to understand their point of view makes us stronger.

Even though you may not be getting things completely as desired, you are getting something out of the agreement when you take time to listen carefully.

Instructors will initiate the topic of compromise by discussing the following with students:

- Are you sensitive to others’ feelings?
- Do you try to control what others do?
- Do you treat people with kindness and generosity?
- Do you think about how your actions will affect others?
- Are you ever mean or hurtful?
- Do you have difficulty sharing?
- Do you help people in need?
- How does it feel when you have to give something away when you really don’t want to?
- What does this mean? We become caring people by doing caring things.

Think about the language to use when negotiating or asking for a compromise.

Negotiating a Compromise

- I see your point, however, don't you think that ...
- I'm afraid that's not true. Remember that ...
- Try to see it from my point of view.
- I understand what you're saying, but ...
- Imagine for a moment that you are ...

Asking for Compromise

- How flexible can you be on that?
- I'm ready to agree if you can ...
- If I agree, would you be willing to...?
- We would be willing to ..., provided, of course, that ...
- Would you be willing to accept a compromise?

Learn the concept of “I-messages” and “blaming” messages. “I-message” is a statement about your own feelings. It says what’s bothering you and why. An “I-statement” is a format for sharing one’s feelings about a situation without accusing the other person and resulting in their reacting defensively. An “I-message” is constructive and points to a solution. A “blaming” message says what’s wrong with the other person. A “blaming” message puts the other person on the defensive and leads to more conflict. “I-messages” usually work better. Which of these sentences would you find easier to hear someone say to them:

- *Example:* “It really bothers me that we can’t find a way to compromise.” or “We could do a better job if we worked together instead of arguing all the time.”
- *Example:* “You’re ruining our project. You’re a jerk. You never do anything right.”