



Class 11. Look Also to the Interests of Others

- REVIEW OF LAST WEEK

- Forgive, as the Lord has forgiven you
- Forgiveness isn't an emotion, it's a deliberate decision that you make - A choice to purposely forgive
- And you can't do it all on your own
- To truly forgive, you have to pray to ask God to change your heart about that person
- Think of it as a Debt
- When someone sins against you they create a Debt
- You can either take payments on the debt, or make payments
- Reconciliation doesn't mean that you are best friends
- It does mean that your relationship is at LEAST as good as it was before
- It requires you to make a deliberate effort to restore and improve the relationship

1) In Thought

2) In Word

3) In Deed

- This Week

- **Philippians 2:4**

- So far we've focused mainly on how to resolve personal issues

- Conflict sometimes involves material issues
- Friends may disagree on the cost of repairing something
- Couples may disagree on how to spend their money
- Neighbors may disagree on the fence repairs
- This week we'll look at settling material issues in a faithful manner
- Practice Cooperative vs. Competitive Negotiation
- Most people automatically resort to a competitive style of negotiating material issues
- They think that if they want to Win, then someone else has to Lose
- Interestingly enough, being Competitive often fails to produce the best possible solution to a problem
- When people work against each other, then tend to focus on surface issues and neglect underlying issues
- As a result, they often reach inadequate solutions
- They tend to think that for them to get a bigger slice of the pie, the other person has to get a smaller slice... This fails to open their minds up to a bigger pie altogether
- AND, it damages personal relationships!
- If one person has to "lose", then they don't feel good about that
- If one person "won", then they tend to lose some respect for the "loser"
- Like in all parts of our life, when you focus on Material Issues and not Spiritual Issues, the quality of your life is cheapened
- Your friend gets the message that your relationship isn't that important to them
- INSTEAD negotiate in a cooperative manner
- Seek a solution that benefits both of you
- Work with them instead of against them to put your heads together and think of a solution that is a Win-Win
- It generally is more efficient and most importantly, preserves the relationship

- Matthew 7:12
- This doesn't mean giving in to the other person
- Philippians 2:4 says that you should look to your own interests, as well as the interests of others
- There is an easy way to remember the best process to follow - P - A - U - S - E
- P - Prepare
 - Before you negotiate with them, prepare yourself
 - Pray
 - Get all the facts together
 - Clearly identify what the problem is based on the research that you've done
 - Study the Bible to see if there is any guidance on what you should do
 - Think about some possible options to solve it
 - Anticipate their reactions to your suggestions
 - Select an appropriate time and place
 - Plan your opening remarks carefully
- A - Affirm Relationships
 - A conflict involves two basic ingredients: People & a Problem
 - Don't just focus on all of your attention on the problem and ignore the feelings and concern of the person
 - A good way to avoid this is to affirm your love and concern for the other person
 - *"You are a good friend of mine, and I appreciate all that you have done for me. It's because you are so important to me that I want to find a solution to this problem."*
 - Obviously, nice words have to be backed up with comparable actions
 - So, during the negotiations be sure to:
 - Be polite and courteous
 - Spend time on personal issues and not just problem
 - Honestly seek to understand their side of it
 - Look out for their interests
 - Be gracious!
 - Allow for them to save face - No backing into corners
 - Give praise and thanks to them

- U - Understand Interests

- If you really want to look to the interests of others, you have to understand what their interests are
- An Issue - is an identifiable question that must be addressed in order to reach an agreement
- A Position - is someone's definable perspective on an issue
- An Interest - is what motivates people
- An interest is a concern, desire, need, or something that someone values
- Interests provide the basis for Positions
- We are both facing the same problem, but due to our own personal interests we are going to come to different positions
- Positions are often incompatible
- Interestingly, though, Interests are often the same
- We both want the same thing, but that makes us take different positions on the problem

- 1st Samuel 25:32-35

- Abigail shows her respect for David, and talks to him politely
- She focuses on keeping his best interests in mind
- You don't want to disobey God...
- So, if you focus on the other person's interests, you will probably find things in common

- S - Search for Creative Solutions

- Get creative! Think about how to satisfy both of your interests
- Brainstorm! Everyone should be encouraged to mention any solution that comes to mind
- Avoid the assumption that there is only one solution to your problem

- Focus on expanding the pie instead of slicing it up
- E - Evaluate Options Objectively and Reasonably
- Evaluate possible solutions objectively
- When you get to the very end, things can still tend to fall apart
- Be sure to evaluate the options before you based on objective criteria instead of personal opinions
- Objective means visible, measurable things that we can both agree on, not someone's opinion of something
- Daniel 11:11-16
- Daniel didn't just ask them to trust his opinion, he devised a way that they could objectively view God's blessings
- Be polite
- Be reasonable
- Listen Carefully
- Try to figure out the hidden causes behind the actions
- If it gets too personal, move it back to the objective
- Treat them like you would want to be treated
- If it results in an agreement, it's a good idea to put it in writing
 - What was resolved
 - What actions were taken
 - Who is responsible
 - When it will be completed by
- If you are unable to resolve it, don't give up too quickly
- Return to one of the earlier steps and see what you missed