

Conflict Negotiation for Nurses

In some situations, negotiators are faced with provocative, intimidating or unfair behaviour by their opponents. Advance preparation is essential to determining an appropriate response.

For example, nurses may [nurs fpx 4010 assessment 4 stakeholder presentation](#) to cite objective standards like legislation or government policies. This allows the parties to view their issues in rational terms and facilitates a resolution.

Stakeholder Presentation

A key aspect of stakeholder presentation is to help stakeholders identify their needs and interests in order to form a basis for negotiation. This can be done in a number of ways, including using the Thomas-Kilmann conflict mode instrument.

Another way is to encourage participants to analyse the complexities of relationships, including identifying the underlying causes for conflict. It may also be helpful to explore the varying perspectives of stakeholders and how these contribute to their stance on a particular issue.

Often, the conflict resolution process is blocked by a lack of mutual acceptance. This can be addressed by rephrasing the interests of the parties, [NURS FPX 4050 Assessment 2 Ethical and Policy Factors in Care](#) them away from unhelpful statements towards those that can lead to problem solving.

It is also possible to introduce the concept of alternatives to the negotiation process, helping stakeholders see how their position on a particular issue can be amended in order to achieve a satisfactory solution. This is sometimes called a BATNA (best alternative to a negotiated agreement). It can be done by brainstorming and considering the pros and cons of each alternative. The best ideas are then starred and the most promising ones are used as the starting point for negotiations. This will help to ensure that all parties leave the session satisfied with the outcome of their negotiations.

Ethical and Policy Factors in Care

As nurses, we are often faced with conflict and a need to negotiate in our daily practice. While this can be challenging, it is also an opportunity for us to advocate for our patients and their families. However, in the context of conflict negotiation, we need to consider ethical and policy factors.

Conflict negotiation involves finding a mutually acceptable outcome that will satisfy both parties. This is a skill that can be learned and used in a variety of situations, including setting pay rates for employees or contracting with vendors. It is also used to address a wide variety of [nurs fpx 4030 assessment 1 locating credible databases and research](#) issues, such as patient-centred care.

Many humanitarian organisations are developing new techniques and tools to support frontline humanitarian staff to gain access to health care in complex and armed conflicts. Using these resources, they can better understand stakeholders and their interests and how to best negotiate with them for access to healthcare

services in a conflict situation.

It is important to learn more about the different types of conflict management styles and how they can affect negotiations. One of the most effective ways to do this is through a conflict negotiation training workshop. This training can help participants identify their own conflict management style, which includes competing, avoiding, accommodating and compromising.

Research

In the context of conflict negotiation, performing research can be a key step in developing an objective to work toward. For example, individuals involved in a conflict that revolves around a project deadline may uncover that the source of the conflict is actually an issue surrounding price structure; the goal of this type of negotiation could be to find a compromise on a cost that would satisfy [FPX 3700 Assessment 4 Conflict Negotiation](#) parties.

A successful outcome in a conflict negotiation often requires creativity. For instance, a dispute that at first glance appears to be irresolvable might benefit from the use of problem-solving techniques like brainstorming. This process involves canvassing the various negotiating team members regarding possible solutions to the conflict, which helps negotiators to gain insights that might produce new options to resolve the dispute.

Addressing the conflict, not the person, is also critical. Although frustration with other negotiating parties can easily become a focus of discussion, [nrs 493 scholarly activities](#) anger at people or resorting to personal attacks can undermine any progress made in the negotiations.

In addition, negotiating parties need to have realistic expectations. The fact is that not every conflict will be amenable to resolution through negotiations, especially if the underlying ideologies and beliefs of the parties are incompatible. Additionally, a party may choose to terminate the negotiation process at any time.

More Info:

[Developing an Intervention Evaluation Plan](#)