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Mediation Process Intentions

1. We endeavor to take turns speaking and not interrupt each other.
2. We endeavor to remain focused on the issues at hand and avoid being sidetracked into other non-relevant areas.
3. We will not demean, belittle, blame, attack, or engage in put-downs, and when asking questions of each other it will be for the purposes of gaining clarity and understanding.
4. We endeavor to move away from establishing hard positions and express ourselves in terms of our needs and values and the outcomes we wish to realize.
5. We endeavor to listen respectfully and sincerely to understand the other person's perspective and needs, and check out assumptions about the other's motives and intentions.
6. We recognize that even if we don't agree, each of us is entitled to our own perspective.
7. We endeavor to not dwell on the past, but instead focus on the future we want to create.
8. We endeavor to make a conscious, sincere effort to refrain from unproductive arguing, venting, and defensiveness.
9. We agree to work hard toward what we perceive to be the fairest, most creative agreement.
10. We will speak up if something is not working for us in mediation. In particular, we will point out if we feel the mediator is not being neutral and balanced.