

# Mediation Behaviour: Why We Act Like We Do

Mediation is a process that helps people resolve disputes or conflicts with the assistance of a neutral third party, known as a mediator. The mediator facilitates communication between the parties, helps them to understand each other's perspectives, and guides them towards a mutually acceptable agreement.



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★★★★★ 5 out of 5

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The behaviour of people during mediation can vary greatly depending on their individual personalities, the nature of the dispute, and the skills of the mediator. However, there are some general patterns of behaviour that are commonly observed in mediation.

## Common Mediation Behaviours

- **Withdrawal:** Some people may withdraw from the mediation process, either physically or emotionally. They may refuse to communicate, or they may only speak in vague or general terms. This behavior can be a sign of fear, anger, or frustration.

- **Aggression:** Other people may be aggressive in their behaviour during mediation. They may attack the other party, the mediator, or the mediation process itself. This behavior can be a sign of anger, frustration, or a desire to control the situation.
- **Avoidance:** Some people may try to avoid talking about the real issues in the dispute. They may change the subject, or they may try to focus on minor details. This behavior can be a sign of fear, shame, or guilt.
- **Manipulation:** Some people may try to manipulate the mediator or the other party in Free Download to get what they want. They may use flattery, guilt, or deception to try to sway the decision in their favor. This behavior can be a sign of a lack of trust or a desire to control the situation.
- **Cooperation:** Some people are able to cooperate and work with the mediator and the other party to find a mutually acceptable solution. They are willing to listen to each other's perspectives, and they are willing to compromise. This behavior is often seen in successful mediations.

## **Factors Influencing Mediation Behaviour**

The behaviour of people during mediation can be influenced by a number of factors, including:

- **Individual personality traits:** People's individual personality traits can influence their behaviour in mediation. For example, people who are more extroverted may be more likely to speak up and participate in the process, while people who are more introverted may be more likely to withdraw.

- **Nature of the dispute:** The nature of the dispute can also influence people's behaviour in mediation. For example, people who are involved in a dispute that is highly emotional may be more likely to be aggressive or avoidant, while people who are involved in a dispute that is more factual may be more likely to be cooperative.
- **Skills of the mediator:** The skills of the mediator can also influence people's behaviour in mediation. A skilled mediator can help to create a safe and respectful environment, which can encourage people to participate and cooperate in the process.

### **Practical Advice for Mediators and Participants**

There are a number of things that mediators and participants can do to promote positive behaviour in mediation.

#### **For mediators:**

- Create a safe and respectful environment.
- Be impartial and unbiased.
- Listen actively to all parties.
- Help parties to understand each other's perspectives.
- Guide parties towards a mutually acceptable agreement.

#### **For participants:**

- Be prepared to participate in the process.
- Be respectful of the other party and the mediator.

- Listen actively to the other party's perspective.
- Be willing to compromise.
- Work towards a mutually acceptable agreement.

Mediation is a complex process that can be influenced by a number of factors. The behaviour of people during mediation can vary greatly, but there are some general patterns that are commonly observed. By understanding the factors that influence mediation behaviour, mediators and participants can take steps to promote positive behaviour and increase the likelihood of a successful outcome.

This article provides a comprehensive overview of the psychology and behaviour of mediation. It is an essential resource for mediators, participants, and anyone who is interested in understanding the mediation process.

To learn more about mediation, please visit our website or contact us at [email protected]



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