

Types of Negotiation

We have defined five types, though there may be more.

Adversarial: fight, opposite ends, polarisation

In this type of negotiation it can feel as though you need to go in armed and armoured; well defended and prepared for a fight.

Consensual: team model

In this type of negotiation it feels more like give and take, a co-operative. Working out of strategy, roles and rewards.

Non-adversarial: everyone has an interest in making it work
(Suppliers, partners)

Here negotiation is often about what's the best way to arrive at a mutually agreed outcome.

Brainstorming: talking issues through, drains-up, seeing what's there and what needs to be done

With this type of negotiation people bat around ideas to see what's there, what needs to be done and who's to do what.

Diplomatic: sensitive issues that need to be handled as though walking through a minefield

With diplomatic negotiations there are usually hidden agendas and a need to be aware of the politics and ramifications of any decisions made.