

Reading Guide

“Framing and Reframing”

in *Handbook of Global and Multicultural Negotiation*, pp. 101-107

Instructions: As you read the selection, answer the following questions. Be prepared to discuss the ideas in this reading in class.

1. Fill in the following with the appropriate word or words.

Frames refer to the specific way that parties _____ or _____ the problem or situation in which they are involved. A frame includes your _____ on it.

2. A party’s frame does two things. What are they?

a. Defines and assigns _____

b. Guides _____

3. A negotiator’s frames lie *behind* the problem or purpose of negotiations. What four elements of framing remain relevant throughout the negotiation for both sides?

a. _____

b. _____

c. _____

d. _____

4. In the Northern Ireland conflict, what were the frames of each side?

One side:

Other side:

5. How were these two incompatible frames resolved over a long period of reconciliation?

6. Complete the following:

Frames can be conscious and _____ or unconscious,
_____ or not even immediately _____ by the
person or party holding them.

7. What are the three concepts that influence and define each other?

a. _____

b. _____

c. _____

8. What three things do negotiators need to determine regarding how to articulate problems to be addressed and underlying frames?

a. _____

b. _____

c. _____

9. What can you do to understand the counterpart's frame?

10. Frames are often at odds. What four strategies are recommended for coordinating general frames?

- a. _____
- b. _____
- c. _____
- d. _____

11. What are four ways to frame an issue?

- a. _____
- b. _____
- c. _____
- d. _____