

HOW DO YOU MAKE DECISIONS?

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MAY 14, 2015

WELCOME

Why I am here – What I value

Why you are here? – What you value

Goals

- new language
- new perspective
- new tools

CONFLICT REQUIRES POSITIONS

Conflict is Inevitable

Why do we take positions?

What is the gain? The loss?

“Blame Game”

Positional Conflict - adversarial, win - lose

Our Bias' assumes rational, rule bound behavior

Mediation - irrational territory, win-win

VALUED DIRECTION



NEUROECONOMICS

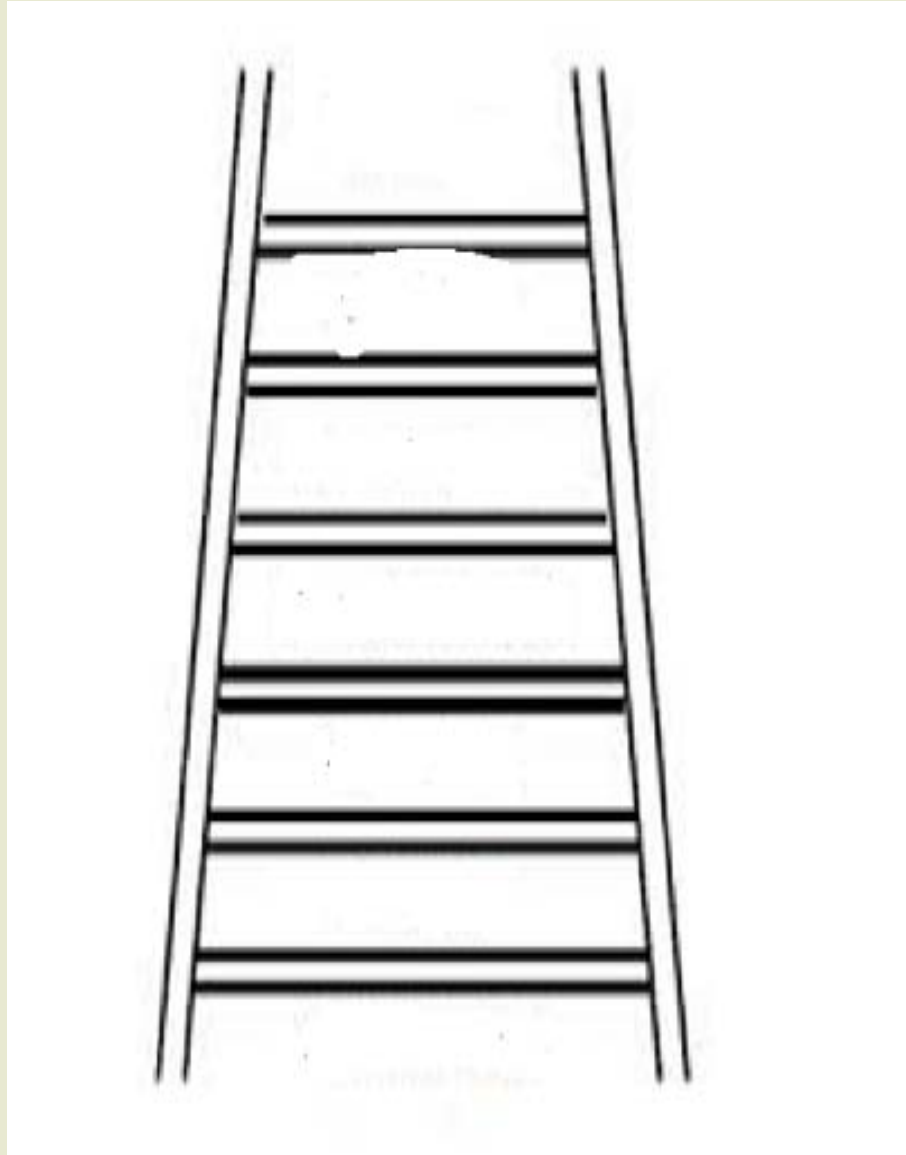
NeuroEconomics is an interdisciplinary field working to explain human decision making; process multiple alternatives and follow a course of action.

Goal Directed behavior in the presence of options which assume:

There are options to choose between
We choose in a non-random way
Our choices are goal-directed

Ladder of Inference

LADDER OF INFERENCE



THINKING FAST AND SLOW

Daniel Kahneman: "Thinking, Fast and Slow"

Two types of information processing: Each impact how we perceive input, draw associations, and how we are then "primed" for our experience.

System one – Automatic Reaction = "Fire"

Systems two – Attention + Effort = Agency

Priming the mind, "What is Possible or Not Very Likely?"

www.youtube.com/embed/JiTz2i4VHFw

THINKING MAKES IT SO

Brain

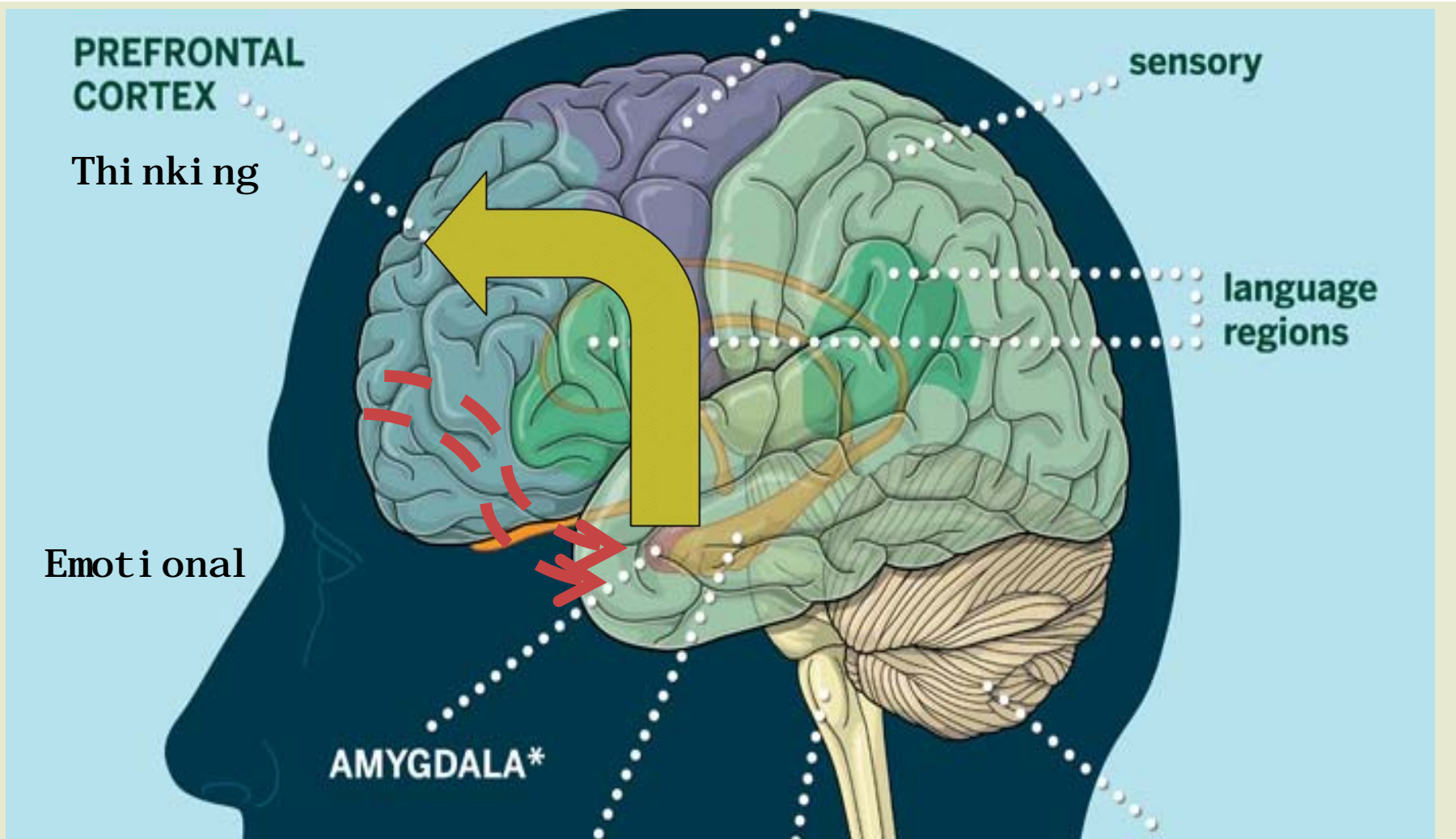
Structure, Memory and Chemistry

Inflexible or Flexible

depends on who we are and where we have
been and where we want to go

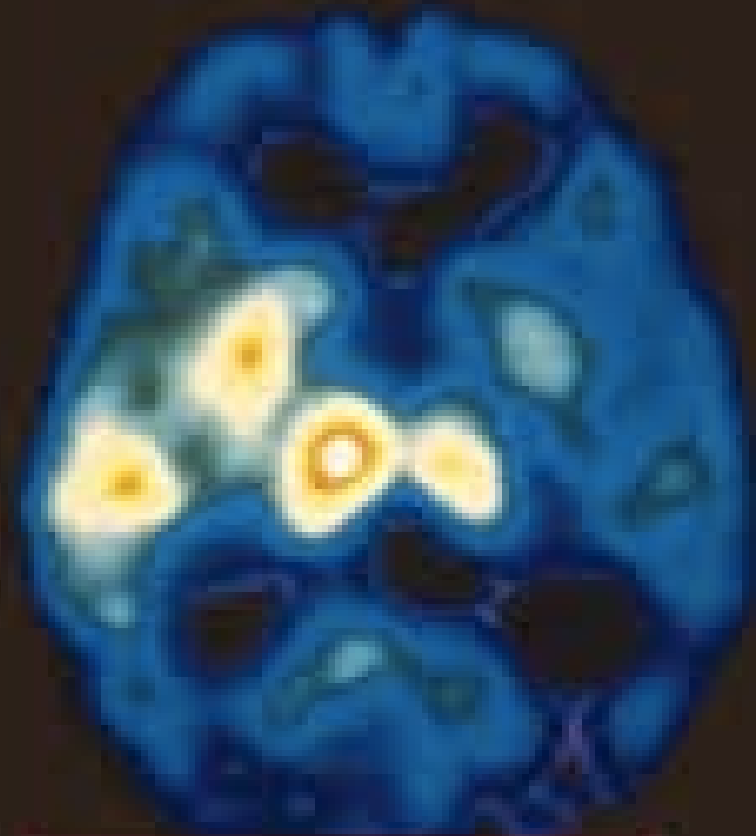
Cognitive Bias

EMOTIONAL BRAIN



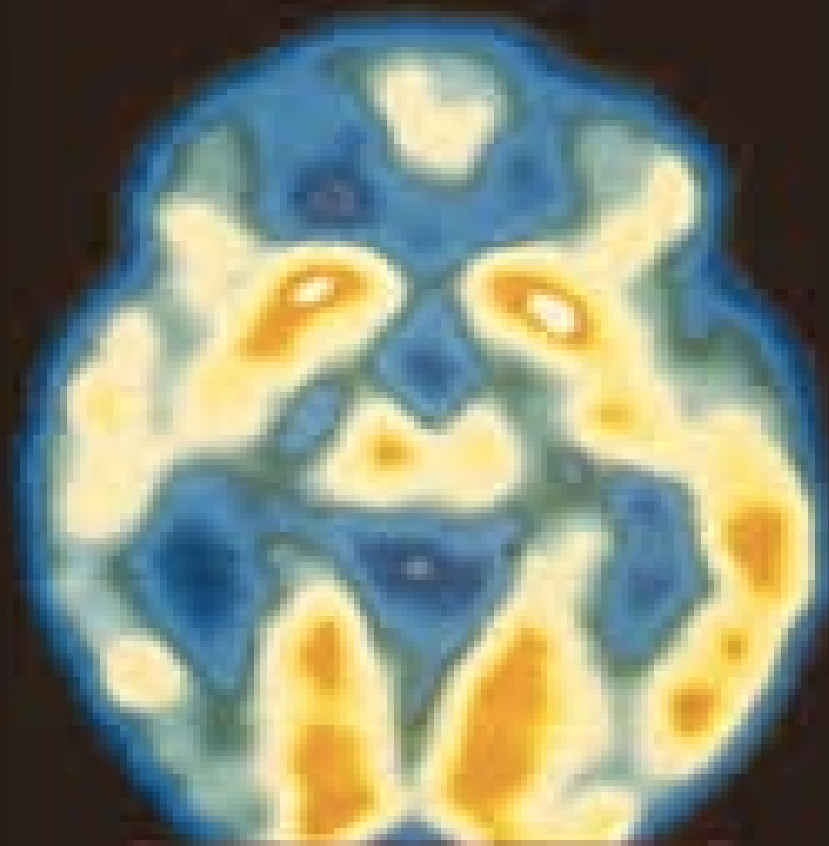
SAD BRAIN

Depressed



no serotonin

Not depressed



yes serotonin

I N F L E X I B L E

I n f l e x i b l e

L o c k e d

I n s i d e

A b o x

F l e x i b l e

O p e n

L i g h t

I m a g i n e

INFLEXIBLE

This is so unfair! I don't want this!

Worst time in my life. It will "Never Ever" be the same

I'll get even!

I won't let you win!

I am so hurt. Someone has to pay for my pain

I deserve more

Never live this down

I'll never be respected here.



FLEXIBLE THINKING

Flexible Thinking is a willingness to ...

Be open to possibility...

allow for additional thoughts and options...

consider different perspectives..

Showing up for oneself and one's role
in the Mediation Process

Flexible Thinking is...being present in
“Here - Now”

FLEXIBLE - WORKABLE



Flexible Thinking Looks Like

Sometimes things change that I can't control, and that is OK

I won't know if I will like something until I try it

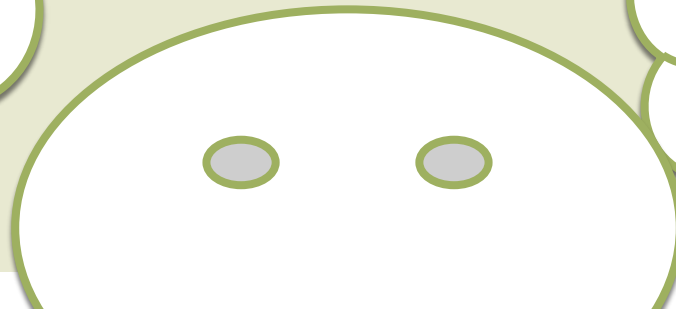
Time and direction, he/she will make a good employee

This is not worth being upset about

This won't be as bad as my mind keeps telling me

I will help my co-worker to be the best they can be

The way other people do things is okay, and might teach me something new



COGNITIVE BIAS

Emotional Memory

Emotional Context – Past, Future, or
Here and Now

Prospect Theory

Probability – Predict Uncertainty

Endowment Effect

Boxes of Experience – emotional content
Capacity to ACT

WATCHING YOUR THOUGHTS

How can we imagine something that isn't there?

When faced with intense situation, high conflict, What does our mind imagine?

The Worst = looks like

The Best = looks like

What is Possible - Probable?



FUTURE - WHAT IF ?



Unease, anxiety, tension, stress, worry — all forms of fear — are caused by too much future, and not enough presence.

(Eckhart Tolle)

izquotes.com

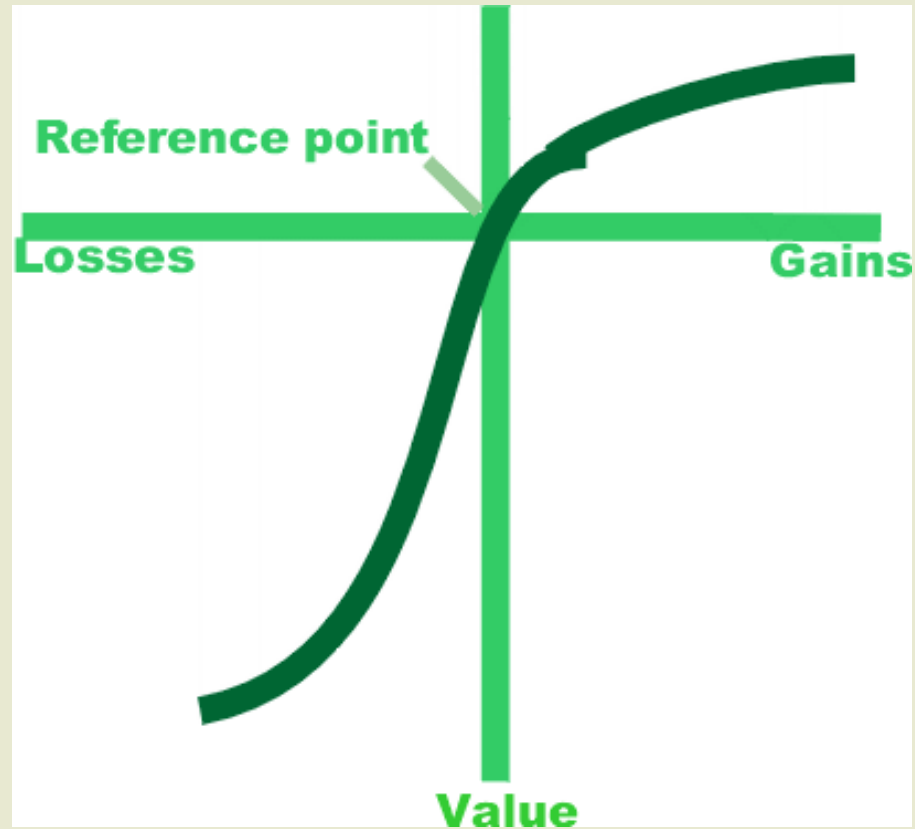
PAST => THERE - THEN

You cannot start the next chapter of your life if you keep re-reading the last one.

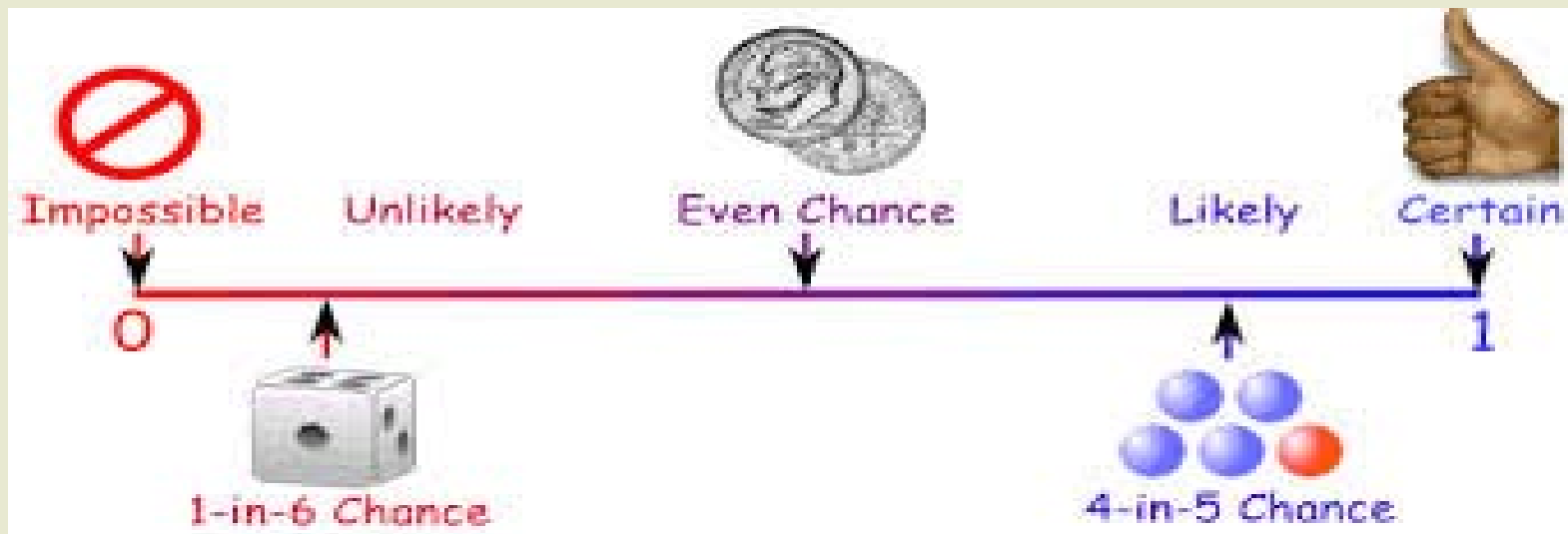
Our mind, our thoughts, keep us trapped in our past.

What is the power of the past story that is anchored there unable to move?

PROSPECT THEORY



WORRY ABOUT PROBABILITY



ENDOWMENT EFFECT

How much is it worth?

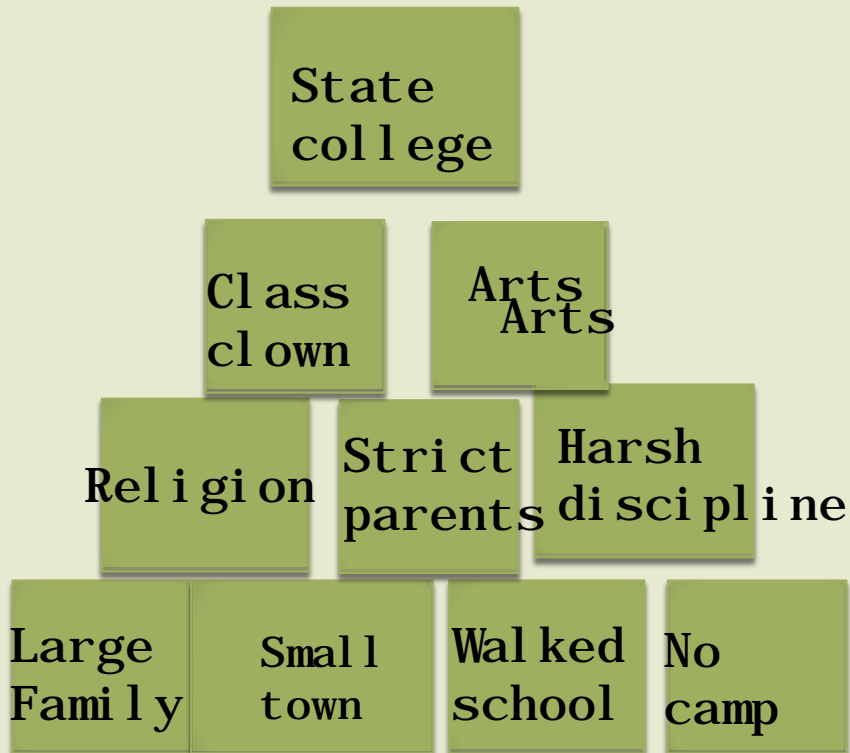
What would you pay?

Try it for 30 days.

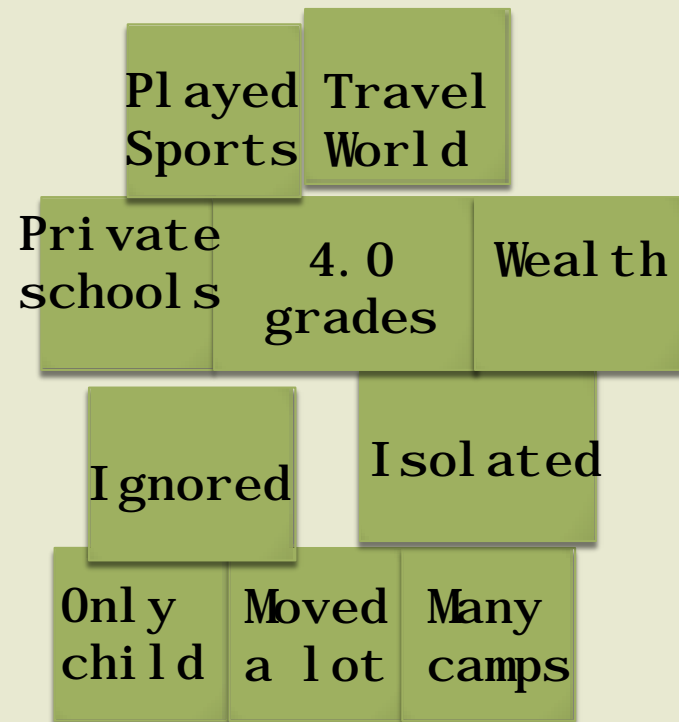
Use now, pay later.

WE ALL ARRIVE BY DIFFERENT STREETS” PABLO NERUDA

Employee



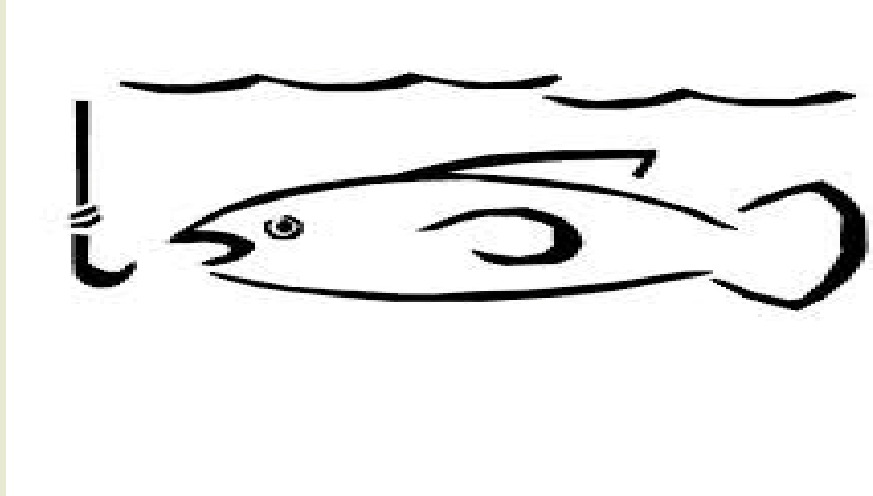
Boss



CAPACITY



HOOKED BY A THOUGHT



I can become hooked by a belief, a thought and carry it around – reifying it. Mind makes it true!

STUCK => UNSTUCK

Inflexible

- I believe my worried, sad, bad thoughts, to be TRUE.
- This will be the worst thing that ever happens to me.
- It is not FAIR and terribly wrong.

Flexible

- My mind is racing around with powerful emotions.
- How can I calm my mind and show up during this process?
- Let go and have another thought.

HERE - NOW



VALUED DIRECTION



ACCEPTANCE => MOVING FORWARD

Important Events



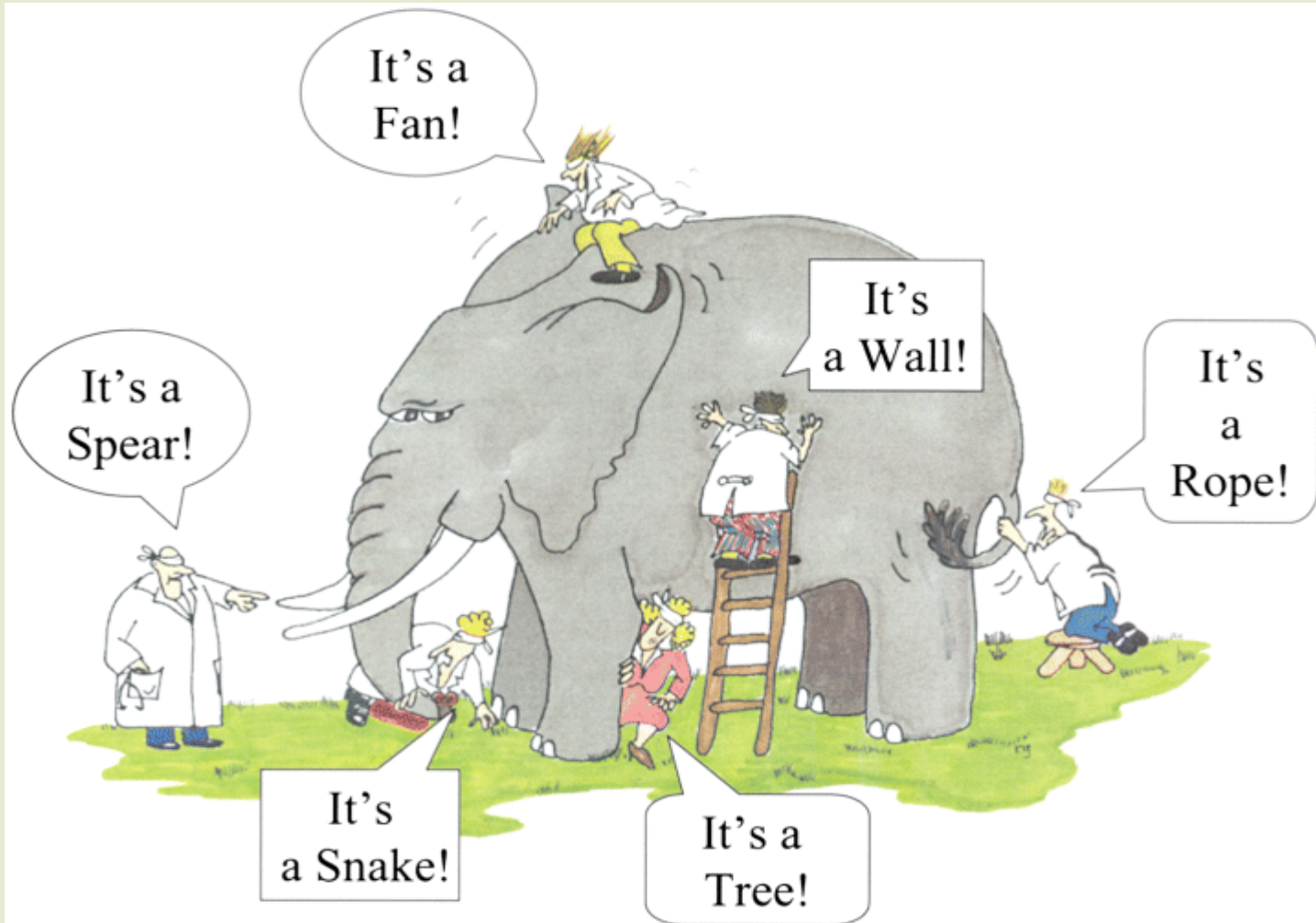
Imagine, Curious,
Open

Office Harmony

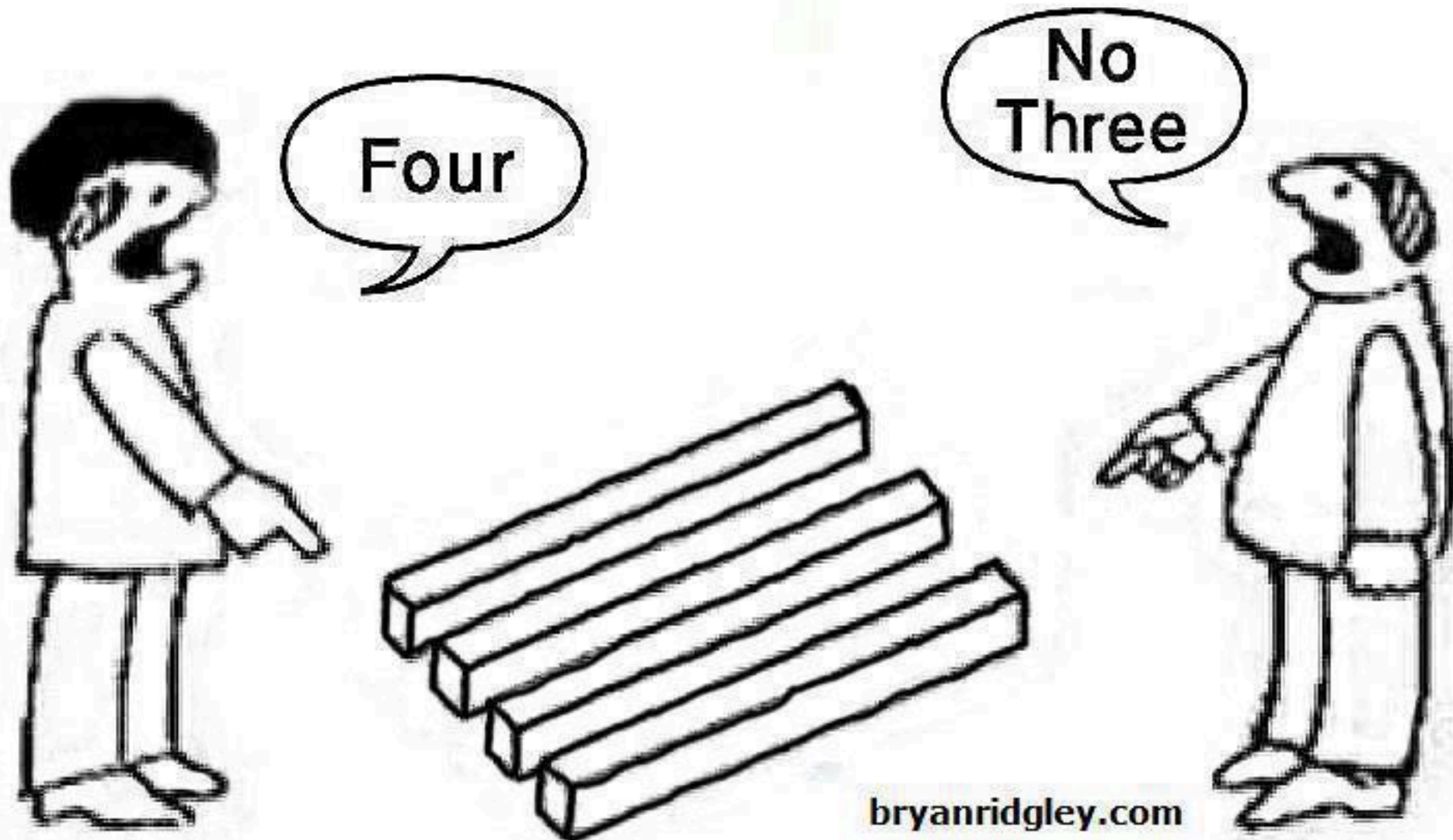


Willing and

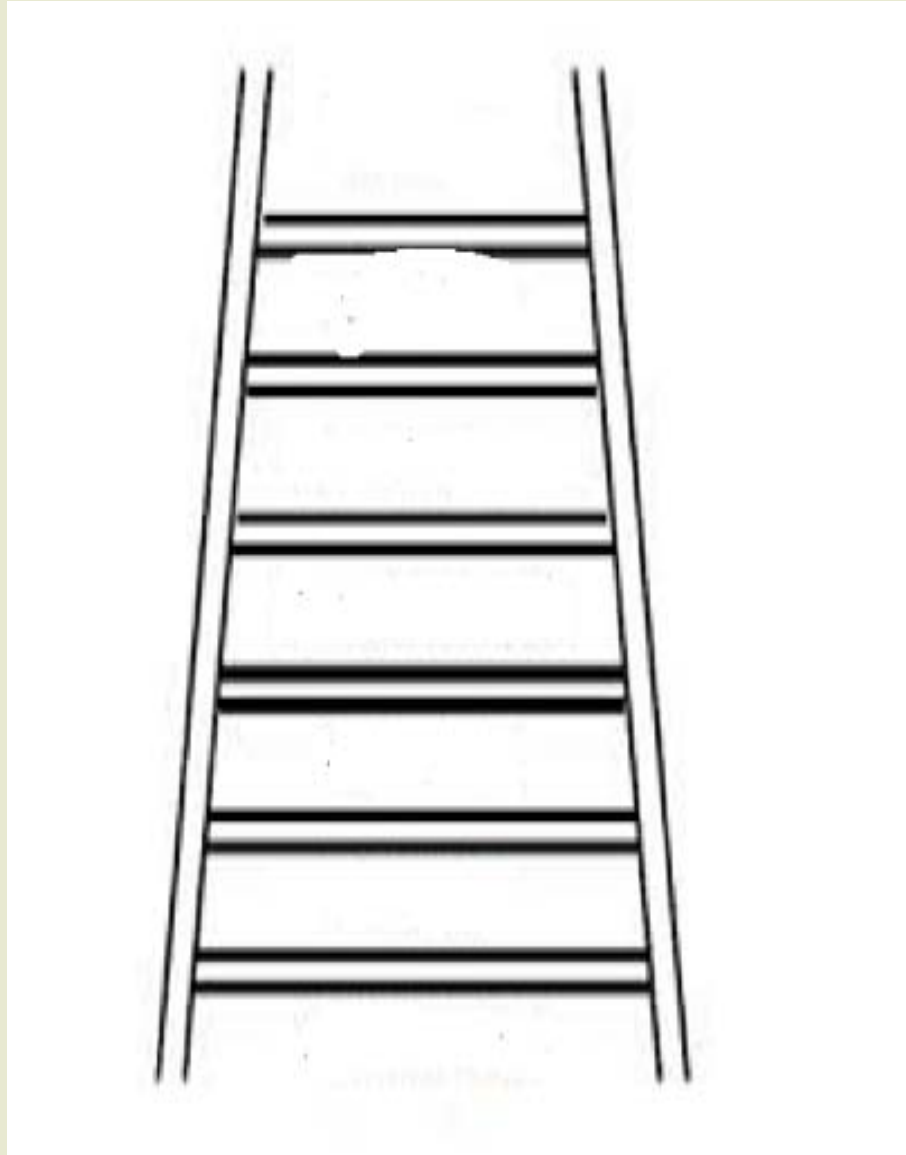
SEEING ALL SIDES - MANY PERSPECTIVES



Reality can be so complex that equally valid observations from differing perspectives can appear to be contradictory.



LADDER OF INFERENCE



CALM AND THOUGHTFUL

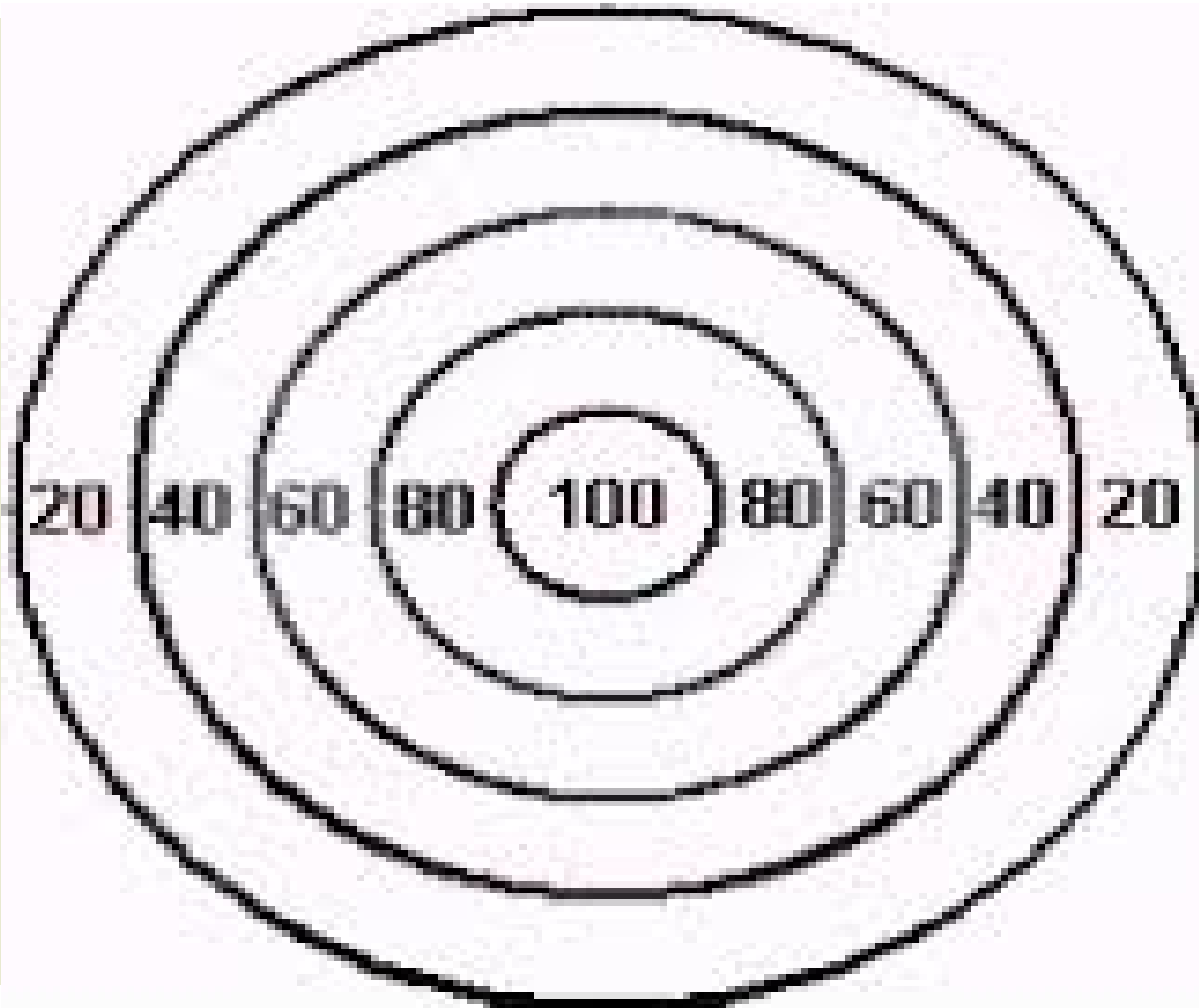


KEEP
CALM
AND
LOOK
BUSY

ACTION TO SUPPORT VALUES



COMMITTED ACTION



NEW WAYS TO THINK AND BEHAVE

Today's Goals:

- New language
- New perspective
- New tools

We discussed:

The differences between flexible and inflexible thinking

Workability of our thoughts

The Frontal Lobe shows up with Emotional Considerations

Letting shared values guide the mediation process

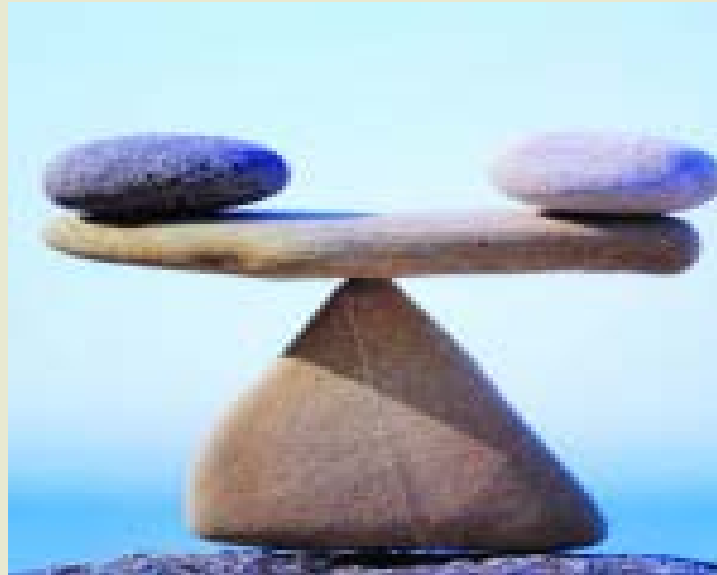
CONCLUSION

Questions?

Everyday is a new day to do something different

Thank you for allowing me to share my work with you.

Mary Atwater
Collaborative Mediation
Services



Bethesda
Potomac
Maryland
CollaborativeMediationServices.com