

Activity: Rewind the Tape

Think about a situation/conversation with your supervisor that resulted in a conflictual outcome (publication strategy, project management, mentoring opportunities, career advancement, ...).

At the time, the expectations of both parties might not have been explicitly stated. Using the table below, establish how you would approach the conversation preceding the conflict as if you were the supervisor, discussing with one of your mentee/trainee. Establish clear, explicit expectations and reflect on the options that would benefit each and/or both yourself and your mentee.

1. Describe the **context**
2. Identify the key **interests** for all parties involved
3. Identify one **issue**
4. Generate as many **options** as possible (up to 10), without evaluating their pertinence
 - Evaluate which options would best suit the interests while addressing the issue.
 - Keep the options that are the most rational, serve the interests of both parties
 - Discuss how to implement some of the best options selected.
5. Identify the **decision**

Context	Interests	Issue	Options	Decision