HOW DO YOU MAKE DECISIONS?

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Why I am here – What I value

Why you are here? – What you value

Goals

• new language
• new perspective
• new tools
Conflict is Inevitable

Why do we take positions?
What is the gain? The loss?
“Blame Game”

Positional Conflict - adversarial, win-loose

Our Bias’ assumes rational, rule bound behavior

Mediation - irrational territory, win-win
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
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”

System two - Attention + Effort = Agency

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

www.youtube.com/embed/JiTz2i_4VHFw
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

THINKING MAKES IT SO
Imagine

Inflexible

Locked

Inside

Flexible

Open

Light

Imagine

A box
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 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

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.

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.

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

The way other people do things is okay, and might teach me something new.
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
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?
Unease, anxiety, tension, stress, worry — all forms of fear — are caused by too much future, and not enough presence.

(Eckhart Tolle)
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

Diagram illustrating the concept of reference points in decision making, with axes for losses and gains, and a curve representing the value function.
WORRY ABOUT PROBABILITY

- Impossible
- Unlikely
- Even Chance
- Likely
- Certain

- 0
- 1

- 1-in-6 Chance
- 4-in-5 Chance
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

Large Family
State college
Class clown
Arts
Religion
Strict parents
Harsh discipline
Walked school
No camp

Boss

Private schools
4.0 grades
Wealth
Played Sports
Travel World
Ignored
Isolated
Only child
Moved a lot
Many camps
CAPACITY
I can become hooked by a belief, a thought and carry it around – reifying it. Mind makes it true!
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.
ACCEPTANCE $\Rightarrow$ MOVING FORWARD

Important Events

Imagine, Curious, Willing and Open

Office Harmony

Imagine, Curious, Willing and Open
SEEING ALL SIDES - MANY PERSPECTIVES

It’s a Fan!
It’s a Spear!
It’s a Wall!
It’s a Rope!
It’s a Snake!
It’s a Tree!
Reality can be so complex that equally valid observations from differing perspectives can appear to be contradictory.
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
Questions?

Everyday is a new day to do something different

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