

## In Compromise, No One Gets What They Want

*by Liz Gibbons*

I see compromise as a lose/lose outcome. It occurs because the individuals, organizations, or countries involved in a dispute each believe they are right, and that there is only one way to deal with the dispute before them: their way. In solving the dispute with a compromise, no one gets what they want. Sometimes it is necessary when a decision has to be made in a short period of time. But it does not work in complex situations. Compromise often creates dissonance, and over time the energy can build and explode again.

An example is the conflict between Israel and Palestine over who owns and controls the West Bank and Gaza Strip. It is the same story played out over and over again. The opponents never rise above the ideas they hold. It is part of the societal perception which prevents them from even reaching a compromise. But compromise will never solve the discord completely. It will take a change in the mindset of the country's leaders and citizens in order for a solution to be created.

But most of our disputes are between us and one or more other people. In such disputes the parties involved need to elevate beyond the need to compromise. Arguing over the nitty-gritty of the dispute and casting blame or anger will not solve it. You have to rise above the mess and realize the real issue is how to get along with each other. Think outside of the box. Expand your outlook and realize that there are infinite possibilities. Then creative outcomes have a chance to evolve.