

NEW MEXICO 4-H

Aggie Next Step

Conflict: Win-Win Strategies



Post Secondary Pathways



Newt McCarty, State 4-H Agent and Chelsey Juenemann, Education Specialist



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INTRODUCTION

Conflicts often happen when people have different working styles, goals, or priorities. The goal isn't to "win" an argument but to find a solution that works for everyone involved. A win-win approach focuses on collaboration instead of competition, building solutions where both sides benefit. In this activity, participants will practice identifying individual needs and creating a plan that leads to a fair, respectful outcome.

SET UP

Review lesson materials and determine which worksheets and handouts you will use for the lesson. Print enough pre/post assessments, worksheets, and handouts for each participant.

ACTIVITY

1. Have participants complete the *Pre-assessment*.
2. Begin with a brief discussion:
Q: When two people disagree, is it always possible for both to "win"?
Q: What happens in workplaces when people focus on only "winning" arguments?
3. Introduce "win-lose," "lose-lose," and "win-win" with the *High Bidder* auction. Facilitate at least two rounds of bidding as outlined. Use guided discussion to help students define the outcomes. Emphasize the transition from competition to collaboration as key to achieving win-win outcomes.
Q: Who "won" the auction? Did they truly win?
Q: How did it feel to compete vs collaborate?
Q: What made the second scenario feel more balanced or fair?
Q: What does this tell us about cooperation in the workplace or group projects?
Q: What words or attitudes support a win-win mindset? (compromise, collaboration, communication, shared benefit)

Supplies

- Worksheets
- Handouts
- Pens/Pencils

OUTCOMES

Students will be able to:

- **Define** win-win, win-lose, and lose-lose outcomes in conflict.
- **Explain** the six steps to creating win-win situations.
- **Apply** the win-win framework to workplace and real-world scenarios.
- **Identify** how effective communication and empathy lead to positive conflict resolution.





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4. Distribute *Six Steps to Creating Win-Win Situations* handout. Review and discuss:
Q: Why is it important to separate people from the problem?
Q: Which step do you think people skip most often – and why?
5. Pair participants. Distribute the *Win-Win, My Needs/Your Needs* worksheet. Partners work together to understand the needs of each person in the scenario and brainstorm a win-win solution.
6. Distribute the *Conflict in Current Events*. Instruct pairs to choose a news article or teacher-provided scenario involving conflict (workplace, politics, community). They summarize the issue and evaluate the resolution. If time allows, each pair will present its current event to the group.
7. (Optional Extension) Role-Play Challenge: Participants create short workplace skits showing win-lose vs. win-win approaches.
8. *Exit Ticket* – depending on time, this can be done as a class discussion, or students can complete the worksheet in class, as homework, or in the following class.
- 9. Have participants complete *Post-assessment*.**

WRAP UP

Win-win solutions don't just solve problems—they strengthen relationships. When people feel heard and respected, trust grows, and teamwork improves. Remember, resolving conflict isn't about being right—it's about finding balance, listening carefully, and working together toward shared success.



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RESOURCES

NM Standards:

NM PED Standards: Career and Technical Education (CTE):

- CTE 2.1.1: Select and employ appropriate reading and communication strategies
- CTE 2.1.2: Demonstrate use of the concepts, strategies, and systems to enhance communication in the workplace
- CTE 2.1.9: Listen to and speak with diverse individuals to enhance communication skills
- CTE 3.1.1: Employ critical thinking skills to solve problems and make decisions
- CTE 3.1.2: Employ critical thinking and interpersonal skills to resolve conflicts
- CTE 3.2.1: Understand problem-solving techniques
- CTE 9.1.1: Identify and demonstrate the use of positive work behaviors and personal qualities needed to be employable

Common Career Technical Core (CCTC) Standards: Career Ready Practices (CRP):

- CRP-1: Act as a responsible and contributing citizen and employee
- CRP-4: Communicate clearly, effectively, and with reason
- CRP-8: Utilize critical thinking to make sense of problems and persevere in solving them

Optional ELA Alignment (Grades 6-12)

- SL1: Participate in a range of conversations and collaborations
- SL4: Present information such that listeners can follow
- RI1: Read closely to determine what the text says explicitly; cite textual evidence
- RI2: Determine central ideas of text; summarize key details and ideas
- RI3: Analyze how and why individuals, events, and ideas interact in a text

Video Resources:

Note: Please preview all videos before showing them to students to ensure they are age-appropriate, relevant, and aligned with your classroom needs.

Think Win Win | Habit 4 | Ep 10/13

<https://youtu.be/2EgF5bpNu8c?si=cf92BWT0wNm8CsbY>

Seven Habits of Highly Effective People In Short: Habit 4: Win Win

<https://youtu.be/5G1YqUHooeM?si=3nffHd4A-PsJgLOn>



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