

Discuss the 6
paradigms of
personal interaction



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Teacher I. Key leadership principles of Habit 4 – “ Think Win Win” The leadership principle of Habit 4 which is to “ Think Win Win” isa collaborative approach of leadership’s human interaction. It is grounded on the mindset of plenty that there is enough for everyone else and not on a limited world where everyone has to compete against everybody because there is so little to be had.

Having said this, “ Think Win Win” approaches problems and situations not from a zero-sum perspective but rather on the perspective of plenty. Zero-sum meant that if somebody got something, someone got less, and that if someone is going to win, somebody has to lose. Life is a competition and thinks only about winning and losing. It is a mindset that thinks that there is never enough for everybody.

“ Think Win Win” on the other hand seeks to find a common solution that is beneficial to everybody. It is based on cooperation and collaboration rather than competition. It always believe that in any situation, there is a way where everybody could end up winning. The key in this leadership principle of “ Think Win Win” is to identify the needs of everybody and address it. Not all needs are the same so there is a way to satisfy everybody’s needs.

II. Six paradigms of personal interaction

The six paradigms of Steven Covey’s personal interaction based on 7 Habits of Highly Effective People are the following;

1. Win/Win – is the ideal form of personal interaction. It is a mindset that seeks to find solution that is beneficial to all parties concern in its interaction. It avoids the zero sum mindset of competition but rather seeks to collaborate and to cooperate in its interaction so that such interaction is satisfying and beneficial to all parties concern.

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2. Win/Lose – is the most common type of personal interaction where one seeks to dominate the other in order to win. This is the authoritarian approach of seeing interaction as a means to win and thus uses, power, position, credentials, money and other resources to leverage themselves and win over the other party.

3. Lose/Win – is a martyred way of interacting where individuals only seek to please the other person or if such individual is seeking approval from the other party. It just gives and expects nothing in return which is unhealthy in the long run because it could breed resentment and ill feelings. Those unaddressed needs will eventually mount until it would become resentment. It could also affect the self-esteem of the individual

4. Lose/Lose – is an unhealthy mindset in personal interaction which usually occurs between two hostile parties. This is the mindset of “ getting even” that does not seek to have any satisfaction in a relationship. The example of this is a divorce case where a husband is asked by the court to sell their property so that they could divide the proceeds with his ex-wife. So a \$500,000 is only sold as \$500 so that the wife will get almost nothing from him except the \$250. They both lose in this deal.

5. Win – This is the “ I do not care” mentality for as long as the individual get what he or she want.

6. Win Win or No Deal – is the ideal mindset of always seeking mutually beneficial agreement between two parties otherwise no deal will be made.