

“Outside-In Method” of Evaluating and Reframing Mediation Goals for Success

Mediation Goals Evaluation and Reframing Worksheet

Objective: To identify mediation goals that are framed for a win/lose outcome and reframe them into solvable opportunities.

Instructions

1. List your major goals for the mediation below.
2. Evaluate each one to identify if it contains any of the issues using the OUTSIDE method to see if you have an External Goal on your hands.
3. For each goal with OUTSIDE elements use the INSIDE criteria to restate your goal so it becomes a solid Internal Goal.
4. Prioritize your final Internal Goals so you focus on getting as much of what is most important to you accomplished in the mediation.

Step 1: List your Major goals for the mediation.

	Priority	Goal
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Step 2: Evaluate each goal using the OUTSIDE method.

Using a highlighter or by underlining the portions of your goals above that make it an External Goal using the OUTSIDE criteria below.

O - Ownership: The goal involves exclusive ownership or control over assets, where only one party benefits, such as who gets the house.

U - Unilateral: The goal favors one party's interests over the other's, leading to a one-sided outcome.

T - Tangible: The goal is focused on specific, physical assets or monetary amounts, like dividing property or finances.

S - Subjective: The goal is attached to a personal belief or internal value, such as needing the home for the children's stability, even though other solutions could also provide that stability.

I - Inflexible: The goal is rigid and offers little room for compromise, leading to a more adversarial stance.

D - Divisive: The goal creates division or conflict between parties, making it harder to reach a mutually beneficial agreement.

E - Exclusive: The goal is exclusive, meaning that one party's gain directly results in the other party's loss.

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Step 3: Reframe each goal using the INSIDE method.

For each goal with a underlined or **highlighted** OUTSIDE element, go through and reframe the goal using the following INSIDE criteria instead. Rewrite the reframed goal below.

I - Inclusive: The goal considers the needs and interests of both parties, aiming for a solution that benefits everyone involved.

N - Negotiable: The goal is open to discussion and can be adjusted or redefined to accommodate both parties' needs.

S - Sustainable: The goal is focused on long-term well-being and stability for all involved, rather than immediate or short-term gains.

I - Impartial: The goal is fair and balanced, ensuring that neither party is unfairly disadvantaged.

D - Divisible: The goal allows for shared or cooperative solutions, where resources or responsibilities can be divided in a way that benefits both parties.

E - Equitable: The goal is focused on fairness and ensuring that both parties walk away with a sense of balance and justice.

	Priority	Goal
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Step 4: Repeat Steps 2 and 3 until you feel good your goals are properly framed.

Your Final Mediation Goals framed as Internal Goals List. Prioritize your goals for quick reference during the mediation.

	Priority	Goal
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