

Charles A. Hill

MEDIATION

~ What to Expect in Mediation ~



As you might expect, we may spend some time reviewing how you got to the point where you are currently. After all, understanding what led up to your current situation is often helpful in determining a path forward. Nevertheless, my approach will be to move us toward where you'd like to be - going forward - rather than focusing too intently on the past. Given that we can't really do much about the past, I will try to focus more of our discussion on the future.

As the mediator, I will side with no party. I may suggest alternatives to consider but will absolutely not impose solutions.

If there are children involved, we will prioritize what is best for them.

I will facilitate and insist upon you being civil with each other: I will encourage you to be tough on the problem, not the other party.

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I may ask you to “hear” the other party and not merely wait your turn to speak.

I may ask you to look at an issue from the other person’s perspective and encourage you to gain an appreciation of how and why they feel the way they do.

I will encourage you to look beyond your “position” and to search out and examine your underlying needs and interests as you consider how you might address a given point of disagreement.

I will do everything possible to help both of you avoid the conflict trap of “**attack, defend, and counterattack**” that so often occurs when parties attempt to communicate based on their past interactions, practices, and behaviors.

We will conclude our time together with a written document specifying the agreements reached. I will encourage you to have an attorney review that document before you sign it and I am confident that like the other 86% of people who try mediation, you will find that it works for you.