Scholars have puzzled for years over why respectful treatment matters: Are mediators like clients or are they different? That question is now being answered by an unusual source—student mediators, who are creating an environment where compliance with mediated and adjudicated outcomes is being measured. The University of Strathclyde, in cooperation with the International Negotiation and Dispute Resolution (INADR) Tournament of the International Association for Dispute Resolution (INADR), sponsored an event on April 12, 2017, simultaneously with the arbitration tournament. In simple terms: they’re being asked to cooperate with a competitor. If Deutsch’s language is any indication they are positively linked with seeing resolution of the dispute, but as communicators the design is negative, with both wanting to prove the other wrong. If the other wins, you lose. If the other wins, you lose.

This is truly interesting. The fact that they pull it off so well suggests that the tournament’s format taps into something in human nature: you see competition isn’t all bad. We have said it and we are living it. The frisson of cooperation is a fascinating material; the levels of disagreements and all on display were evident of this. Being on home turf of some of the topics, and confident in being represented by the mediators and advisors, I can only express respect and admiration. I can only offer respect and admiration.

**Cooperation and competition**

At the same time the students are being quizzed on how they mediate. Here’s an incentive for us all. If you do this properly, you might get a law degree. I can only offer respect and admiration.

Deutsch predicts that cooperative social relations will lead to the following:

- effective communication – ideas are verbalized and group members can influence each other
- friendliness and helpfulness – members are more satisfied with the group and impressed by others’ contributions
- coordination of effort, division of labor, and high productivity
- confidence in one’s ideas and the value that others attach to them, and agreement with the ideas of others
- effective voice (having a chance to speak), being heard (believing your opinion was heard AND taken into account)
- a sense of belonging
- a sense of mastery
- a sense of purpose
- a sense of accountability

In effect these four mediators are being asked to behave cooperatively, and they do. Most synchronize their strategies, share time talking and summarizing and listen respectfully when the other speaks.

But what if their competitive instincts kick in? 'Huh! Put them in a tournament? If you’re making your co-mediator look bad by telling them their threat can only mean forcing your own desired action, you run the risk of losing.' According to Deutsch, when competitive social relations predominate we can expect:

- expected communication
- obstructionist and lack of collaboration leading to negative linkage and conflict
- parties unable to divide their work
- parties unable to perform their assigned role
- parties unable to express their own power and reduce the other's power
- conflict, task conflict, and person conflict leading to negative linkage and conflict
- parties feeling undermined and their power reduced
- parties unsure of the true nature of the other's contribution
- coordination of effort, division of labor and high productivity
- a sense of guilt
- a sense of control
- a sense of personal achievement
- a sense of belonging
- a sense of purpose
- a sense of accountability

Deutsch predicts that competitive social relations will lead to the following:

- effective communication – ideas are verbalized but group members cannot influence each other
- friendliness and helpfulness – members are less satisfied with the group and less impressed by others' contributions
- coordination of effort, division of labor, and low productivity
- confidence in one’s ideas and the value that others attach to them, and agreement with the ideas of others
- effective voice (having a chance to speak), being heard (believing your opinion was heard AND taken into account)
- a sense of guilt
- a sense of control
- a sense of personal achievement
- a sense of belonging
- a sense of purpose
- a sense of accountability

**About the Mediation Tournament**

In the INADR Tournament students act as mediator, advocate and client. They must co-mediate with a student from another school, each one on their own campus. In other words, they are being asked to cooperate with a competitor. The Hallmarks of cooperation shown by Deutsch are: organization, planning, listening and old-fashioned courtesy. But what if their competitive instincts gain the upper hand? Put yourself in their shoes. If you make your co-mediator look bad by telling them their threat can only mean forcing your own desired action, you run the risk of losing. 'Huh! Put them in a tournament? If you’re making your co-mediator look bad by telling them their threat can only mean forcing your own desired action, you run the risk of losing.' According to Deutsch, when competitive social relations predominate we can expect:

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The key marks of a fair process are confidence in one’s ideas and the value that others attach to them, and agreement with the ideas of others. The key marks of a fair process are confidence in one’s ideas and the value that others attach to them, and agreement with the ideas of others. The key marks of a fair process are confidence in one’s ideas and the value that others attach to them, and agreement with the ideas of others.

**At the same time the students are being quizzed on how they mediate. Here’s an incentive for us all.**