The Surprising Effectiveness of Hostile Mediators

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The Takeaway

"The Surprising Effectiveness of Hostile Mediators" is a February post on the Kluwer Mediation Blog. In the post, the author Ting Zhang, Rick Weiler, et al. discuss the surprising effectiveness of hostile mediators. They present evidence from a series of experiments conducted by Francesca Gino and Michael I. Norton, which supports the idea that hostile mediators can be more effective in reaching agreements than their more neutral counterparts.

Further Research

The authors conclude by highlighting the importance of further research in the field of mediator behavior. They argue that while the evidence for hostile mediators is promising, more research is needed to fully understand the mechanisms at play and to develop best practices for mediator behavior.

Mean Mediators

What is meant by "mean" mediator behavior? The authors wanted the mediator to be mean, displaying unfriendly behaviors such as directed anger, rudeness, and spitefulness. The experiments were designed to test whether these behaviors could influence the negotiation process.

In the first experiment, the authors asked participants to negotiate a contract in a neutral setting. They found that participants were more likely to reach an agreement when the mediator was mean, indicating that mean behavior could be a useful tool in mediation.

In the second experiment, the authors conducted a more controlled study in a laboratory setting. They found that participants were more likely to reach an agreement when the mediator was mean, even when the mediator was not physically present.

In a third experiment, the authors conducted a more realistic study in a professional setting. They found that participants were more likely to reach an agreement when the mediator was mean, even when the mediator was not physically present.

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The authors conclude that mean behavior can be a useful tool in mediation, but that further research is needed to fully understand the mechanisms at play and to develop best practices for mediator behavior.

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The study was conducted by the authors Ting Zhang, Rick Weiler, et al. They report that the results of the study are surprising, and that further research is needed to fully understand the mechanisms at play.

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