



19: The Magic of Negotiation

*A PK-6 Lesson on Speaking Up, Listening to Others,
and Finding Win-Win Solutions*



Introduction for the Facilitator

This lesson introduces students to the professional skill of **negotiation**, defined as working through differences, making compromises, and finding solutions that feel fair to everyone involved.

While “negotiation” may sound formal or advanced, PK-6 students already do it every day: deciding who goes first, sharing supplies, choosing group activities, or trading lunch items. When we teach them how to **negotiate respectfully, listen actively, and stay calm**, we give them lifelong tools for collaboration and leadership.

Negotiation builds a student’s **personal competitive advantage** by teaching them how to solve problems with others instead of around them. It also helps shape the **lifestyle** they want to live, filled with healthy relationships, strong communication, and solutions that work for more than just themselves.

This lesson includes:

- **A Social Story** that brings negotiation to life
- **8 Group Discussion Questions** with follow-ups
- **8 flexible Journal Prompts** (draw or write)
- **10 creative classroom Activities**
- **A printable Worksheet** to help students practice balanced negotiation

Let’s help students see that **negotiation isn’t about winning; it’s about working together**.



Social Story: **Malik Makes It Work**

Malik loved board games. But he didn't love it when someone else changed the rules. So when his class started game centers during free choice, he didn't feel comfortable.

He and his friend Zoe chose a game and sat with two other students. "Let's play with teams," Zoe said.

"No way," said Alex. "This game's better with four separate players."



They all started to argue. Malik crossed his arms.

But then he remembered what Ms. Mendez had said during morning meeting: "When we disagree, we don't need to give up. We can **negotiate**."

Malik took a breath. "What if we do teams today and play solo next time?"

Everyone paused.

"Deal," said Zoe.

"Fair," said Alex.

"Cool," said Ruby.

And just like that, the game began. And it was fun!

Malik felt proud. He didn't just fix the problem; he helped each person in the group feel heard.

That moment made negotiation part of his **personal competitive advantage**. Negotiation was a skill that would help him live the kind of **lifestyle** he wanted: respectful, peaceful, and full of teamwork.



Group Discussion Questions

1. What does negotiation mean to you?

Follow-up: When have you needed to use it before?

2. Why is it important to listen to others during a disagreement?

Follow-up: How does that help the problem get solved?

3. What happens when people try to "win" instead of work together?

Follow-up: How can compromise make things better?

4. What can you do when you and a friend both want the same thing?

Follow-up: What's a fair way to work it out?

5. How can negotiation help a group make decisions?

Follow-up: What happens when people feel like their ideas matter?

6. What does a respectful disagreement look like?

Follow-up: In that moment, what does your voice sound like? What does your face look like?

7. How does negotiation help grow your personal competitive advantage?

Follow-up: What strength do you build by working things out with others?

8. What kind of lifestyle do you want to live?

Follow-up: How can healthy negotiation help you build that life?



Journal Prompts

(Students can write or draw their answers based on age and ability.)

1. **Draw or write about a time you solved a disagreement peacefully.**
2. **What helps you stay calm during a disagreement or when someone says no?**
3. **Describe a time when you compromised. How did it feel afterward?**
4. **What would you say to someone if you wanted to find a win-win solution?**
5. **If negotiation were your superpower, what would your superhero name be? What would your power do?**
6. **How can speaking up and listening at the same time help solve problems?**
7. **What does fairness mean to you?**
8. **How does negotiation help you grow your personal competitive advantage?**



Activities

1. **“Both Sides” Skits**
Pairs act out simple disagreements (e.g., who gets the last marker). Audience suggests fair negotiation ideas.
2. **Compromise Cards**
Create cards with common school challenges (e.g., choosing a game, sharing supplies). Groups brainstorm 2 fair solutions per card.
3. **Yes–No–Maybe Sort**
Give students phrases and sort them into respectful negotiation starters (“I see your point”) vs. unhelpful ones (“That’s dumb”).
4. **Peace Table Practice**
Set up a roleplay “negotiation table” where students can pretend to solve everyday classroom disagreements respectfully.
5. **Opinion Corners**
Pose a fun or real-world question. Students choose their stance, then pair up and try to blend ideas into one win-win solution.
6. **My Negotiation Script**
Students write a mini script for how to politely share their opinion and offer a fair solution.
7. **Disagree Respectfully Roleplay**
Students take turns disagreeing with a statement using calm, kind language, and listen in return.
8. **Think-Pair-Solve**
In pairs, students choose a silly disagreement (e.g., best ice cream flavor) and practice reaching a shared decision.
9. **Classroom Charter Vote**
As a class, brainstorm an agreement (e.g., “How do we line up?”), negotiate ideas, and vote on a final plan.
10. **My Win-Win Drawing**
Students illustrate or design a solution that works for two people with different wants or needs.



My Win-Win Builder

Name: _____

Helpful Words:

- **Negotiation** = working with others to find a fair solution
- **Lifestyle Goal** = the kind of life I want to live
- **Personal Competitive Advantage** = my special strengths and habits that help me grow

Directions:

Write or draw your answers. Fairness and teamwork help everyone win.

Use the back of this sheet if you need more space.

1. A time I solved a problem by working with someone else was:

2. One thing I can say to start a fair negotiation is:

3. Something that helps me stay calm during a disagreement is:

4. Here's a problem I think could be solved with a win-win idea:

5. My Negotiation Superpower helps me do these things:

6. Negotiation helps me grow my personal competitive advantage by:

7. This is how negotiation helps me live the lifestyle I want: