

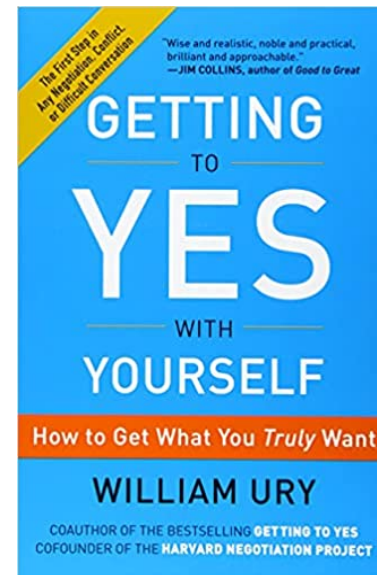
SUMMARY AND PRACTICE GUIDE OF

GETTING TO YES WITH YOURSELF

How to Get What You *Truly* Want

[William Ury](#)

[Harper House](#), 2015, 194 PAGES



by *Aneesah Wilhelmstätter*
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10 Big Ideas Expanded on in the Book

The First Negotiation

The why behind every negotiation.

The INNER YES Method

The six steps to getting to any YES

Put Yourself in Your Shoes

How to move from self-judgment to self-understanding

Develop Your Inner BATNA

How to move from blame to self-responsibility with one crucial agreement.

Reframe Your Picture

How to move from unfriendly to friendly.

Stay in the Zone

How to move from resistance to acceptance.

Respect Them Even If

How to move from exclusion to inclusion.

Give & Receive

How to move from win-lose to win-win-win - the three "yeses" for true happiness.

Expand the Pie

The heroic seventh step that is hiding in plain sight!

***AWE: The Four Archetypes**

YES And What Else - a bonus insight

DISCLAIMER: this book guide is not affiliated with or endorsed by the publisher or author, and you will undoubtedly benefit from purchasing and reading the full book that offers extensive supplementary practices and tools.

What You'll Get to Taste in these 10 Ideas

The First Negotiation

Have you ever noticed how when stressed, it's so easy to default to judging yourself, others and circumstances? When life gets challenging, how often do you find that your usual reaction is resistance? William Ury has noticed that there are 3 primary A's of reactivity - avoidance, accommodation and attack.. It's not unusual for us, when life is not going our way, to attempt to control others and circumstances — and this comes at a great cost.

We become preoccupied with blaming circumstances and others, feel self-righteous and even exonerated from having to do anything towards making any creative changes to support our wellbeing and live our potential. Reactivity such as this, William tells us, amounts to saying no to self, no to life and no to others.

In the bestselling [Getting to Yes with Yourself](#), this leading expert and cofounder of Harvard's Program on Negotiation shines a light on the many ways we reactively make choices that do all but serve our own true interests.

He highlights this insight by echoing the words of President Theodore Roosevelt:

If you could kick the person in the pants responsible for most of your trouble, you wouldn't sit for a month.

The premise of the book is that the greatest obstacle to successful agreements and satisfying relations is not the other side. The biggest obstacle is actually the person we look at in the mirror, ourselves! This natural tendency to reactivity that is our greatest obstacle is also a great opportunity, Ury argues that we can learn to understand and influence ourselves first, and in so doing, we can lay the groundwork for understanding and influencing others.

The INNER YES Method

William builds on the premise that we are by nature, our own biggest adversary and obstacle, and that we need to go through this obstacle if we are to stand a chance at getting what we really want and at the same time dealing with the needs of others. This veteran mediator has devoted three and a half decades of his life, working on exactly this dilemma. The INNER YES Method is the culmination of this venture. This first step in any negotiation, conflict or difficult conversation is a system of self-inquiry — a 6-step self transformational daily practice to negotiate this obstacle and resolve this dilemma in a life affirming way.

All I Do is Win-Win-Win!

Thus we are guided through the bedrock negotiation necessary to tap into our power to get what we want in life. This summary features, step-by-step, the experiential practices to build your negotiation muscles to lead creative change in all areas of your life. Each line of self-inquiry builds harmoniously upon the previous ones, to help us change our mindset, i.e. the inner game, so that we can change the outer game from win-lose to win-win-win.

Let him who would move the world, first move himself.

~SOCRATES

In *Getting to Yes with Yourself*, William Ury suggests these six simple, provocative and challenging steps to address each of the six inner obstacles that get in the way of us becoming our own worthiest ally.

Step 1: Put Yourself in Your Shoes

The reason we negotiate in the first place, more than about reaching agreement, is to get what we want. It makes sense then, that the first step of negotiation is to understand our worthiest opponent - ourselves.

Know thyself. If I knew myself, I'd run away

~GOETHE

The metaphor of “*Going to the Balcony*” helps us understand the process of moving from self-judgment to self-understanding. You pause to notice judgments you are making and your thoughts and feelings. Observing, without judgment frees you from the trap of reactivity and makes room for empathetic listening to yourself to uncover your underlying needs.



Put yourself in your shoes by asking yourself:

“Can you notice the inner critic at work - and simply observe the thoughts and feelings without judging? What underlying needs do your feelings point to? What do you *really* need?”

(Excerpt From: William Ury. “Getting to Yes with Yourself”, p171)

Instead of reacting, you can observe yourself, recognize your emotions and listen carefully, with empathy, to your underlying feelings for what they are really telling you. From this place you can uncover your needs by asking yourself, “**What is it that I really want?**”

Now that you have the first YES TO SELF, moved from self-judgment to self-understanding, you are ready for the next yes to self.

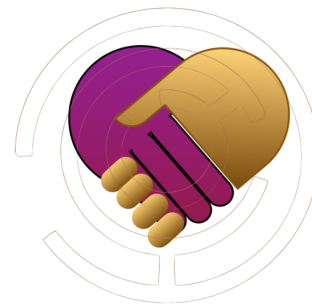
Step 2: Develop your Inner BATNA

The human condition in conflict is to instinctively react with blame - usually blaming others and circumstances for our difficulties and for our needs not being met. If the other person only behaved in a certain way and if the conditions were other than they are, we conclude, our needs would be met!

Taking responsibility allows you to carry out an inner revolution of sorts. You can displace the judge and assume your rightful place as leader of your own life.

~WILLIAM URY p. 63

In this chapter, William offers the provocation that when we find ourselves in such situations, we actually want to do the opposite by taking responsibility for ourselves, our lives and even our relationships.



Develop your Inner BATNA by asking yourself:

“Are you blaming anyone or anything for your needs not being met? What benefit does this blame provide you - and what are the costs? Can you commit to taking care of your deepest needs no matter what?”

(Excerpt From: William Ury. “Getting to Yes with Yourself”, p171)

With this in mind, and in all his work with clients, the crucial work to do is to create an inner **BATNA**. The latter is an **acronym** for **Best Alternative To Negotiated Agreement**. It represents the deal you make with yourself that serves as a North Star in negotiations, holding a fierce commitment to take care of one's own needs independently of what the other party does or does not do.

Having said YES TO SELF by moving from blame to self-responsibility, you are ready to say YES TO LIFE.

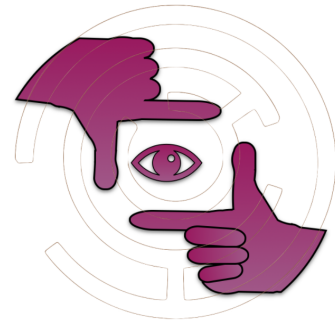
Step 3: Reframe your Picture

The obstacle addressed with this revolutionary step is the human propensity, when life is really not going our way and when we feel we have been dealt a bad hand, to see life as a cheat - to give life a thumbs down.

Nothing can bring you peace but yourself.

~RALPH WALDO EMERSON

Oftentimes we have not realised that we are viewing life as a cheat as this evaluation is unconsciously made. As true as the evaluation might be, it is unhelpful and comes at a great cost. Going to this place of hating life, how can we love life? I invite you to read more and try a *Thumbs Up* practice suggested by mental health advocate, [Eric Maisel](#) as featured in Psychology Today.



Reframe your picture by asking yourself:

“Do you feel like life is in some way against you? How can you make your own happiness today? If life is challenging, can you nonetheless choose to say yes to it, just the way it is?”

(Excerpt From: William Ury. “Getting to Yes with Yourself”, p171)

What questions do you think you can ask yourself daily to make sure you are not saying no to life? What if you made a new deal with yourself that sounds something like the following:

“Even though I have ample reason to view life as a cheat, I refuse to do so. I refuse to evaluate life negatively.”

~[ERIC MAISEL](#)

Having said the first YES TO LIFE, deciding to see life as friendly rather than unfriendly, you are ready to give life the next yes.

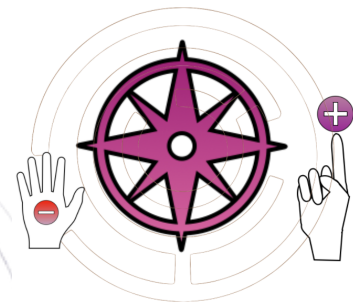
Step 4: Stay in the Zone


Of all the steps, this one is probably the one that is most addressed across all arenas of life. The obstacle is how humans are wired with a negativity bias, burdened by what has happened in the past, hyper-vigilant in the present and worrying and anxious regarding the future. Humans primary preoccupation is survival.

He who lives not in time, but in the present, is happy.

~LUDWIG VON WITTGENSTEIN

The author implores us to stop saying no to what is unfolding in the present. We have the capacity to overcome this obstacle, and instead of being lost in resentment for the past and anxiety about the future, we can learn to live in the present. After all, it is the only place where you have the power to experience true satisfaction and make a difference.



 *Stay in the zone by asking yourself:*

“Are you carrying any resentments about the past or anxieties about the future? What will it take to let go and accept life as it is today? What is one small step you can take to stay in the zone, where you are at your best?”

(Excerpt From: William Ury. “Getting to Yes with Yourself”, p171)

You can return to the present, repeatedly saying yes, throughout your day by asking yourself the question, **“What is one small step I can take to stay in the zone?”** This step might be to learn anxiety management techniques!

With YES TO LIFE in hand, having moved from resistance to acceptance, you are all set to say YES TO OTHERS.

Step 5: Respect Them Even If

When faced with challenges, especially in conflict where resources seem to be scarce, our emotions threaten to get the better of us. When stressed, and fearing that our needs will not be met, it is all too easy to think in terms of us vs. others. In an adversarial stance, our reactivity breeds reactivity. It takes a heroic commitment to remember one's commitment to showing respect.

*He drew a circle that shut me out-
Heretic, rebel, a thing to flout.*

*But love and I had the wit to win;
We drew a circle that took him in!*

~EDWIN MARKHAM

Practicing the inner yes method daily, we grow all our yes muscles and get better and better at remembering our values and commitments.



Respect them even if by asking yourself:

“Are you feeling any antagonism towards anyone? What is it like to be in their shoes? Even if they are not showing you respect, can you still respect them?”

(Excerpt From: William Ury. “Getting to Yes with Yourself”, p171)

William reminds us to check in to catch ourselves when we are feeling antagonism towards others; and how having put ourselves in our own shoes, giving ourselves compassion, putting ourselves in their shoes becomes more accessible. We can remind ourselves that there are causes and conditions behind their behaviour and they too are trying to meet their needs. This concession makes it more likely that our own needs will be met.

Having given yourself the first YES TO OTHERS, shifting from an attitude of exclusion to inclusion, you are on the victory run!

Step 6: Give and Receive

The obstacle is our attitudes towards giving and receiving that gets in the way of us getting our real interests met. We are also reminded that giving, in no way implies that we sacrifice ourselves in our giving.

It is so tempting, particularly in conflicts to focus just on claiming value for ourselves rather than creating value for others as well as ourselves.

~WILLIAM URY p. 148



This preeminent negotiator makes a convincing case for the counter intuitive strategy of giving more, especially when we find ourselves getting caught up in a scarcity mindset.



Give and receive by asking yourself:

“Do you feel a fear of scarcity in any situation you are currently facing? What will it take for you to change the game from taking to giving, from win-lose to win-win-win?”

(Excerpt From: William Ury. “Getting to Yes with Yourself”, p171)

A great challenge for me was learning to ask and answer this question: “What would I love to receive from the world... what support and what resources would I love to receive?” Then I realised all the support and resources available to me and being offered to me that I was refusing to receive. And then I follow this up with a gratitude practice, answering the prompt: **“What am grateful for?”**. There is no shortage of research and experience in support of practices to take in the good.

Now that you have said this second YES TO OTHERS, moving from win-lose to win-win-win... there is more

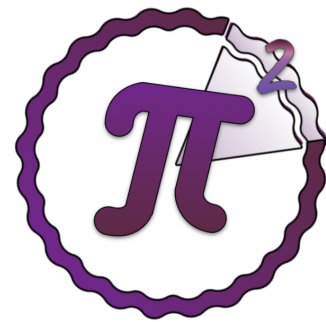
Step 7*: Expand the Pie

This is the **YES... AND MINDSET...** There is always more and we can ask for more of ourselves and more for life. We have said YES TO SELF, YES TO LIFE and YES TO OTHERS. We have clearly created a win-win-win, what else is there to say YES to, you might be wondering?

*The will to win, **the desire to succeed**, the urge to reach your full potential... these are the keys that will unlock the door to personal excellence.*

~CONFUCIUS

There is an implicit YES that I would invite the reader to investigate further. In expanding the circle of respect, we respect them even if. **In giving to add value**, we for example bring ice-cream to the cake so there is more to go around for all. And, what about heroically “rolling with the world”, as the great mythologist Joseph Campbell calls us to do?



Expand the pie by asking yourself:

“Where am I assuming that I have nothing to offer the world? What would I love to offer the world? What is the contribution that I am making that I need to acknowledge and celebrate?”

~ANEESAH WILHELMSTÄTTER

Instead of feeling that we have nothing to offer or fearing difficulty in bringing our gifts to the world, we ask ourselves this daily question? “**What would I love to offer the world?**” and “**And how now?**” and “**How can I be of service in a way that honors my uniqueness?**”

I believe that embracing our passions, gifts and what matters to us in a way that meaningfully adds value for all is the ultimate YES!



Some AWE: The Four Archetypes

AWE is an acronym that represents this **yes... and** attitude. It stands for **And What Else?**... and what else do I think is important to add to this?...It reminds me that there is more to life than survival.

This final insight I'd love to leave you with is an awareness of the four archetypes, three of which are part of the obstacle and the fourth being why we negotiate in the first place — from the book [Happier](#) by TAL



BEN-SHAHAR (McGraw-Hill © 2007 · 224 pages)

In the self-inquiry step 3, Reframe the Picture... Tal Ben-Shahar not only brings clarity to this obstacle, he also offers a rich inquiry to meet each challenge, for example, *“Do you, at times, feel part of the rat race? Looking at your life from the outside, what advice would you give yourself?”*

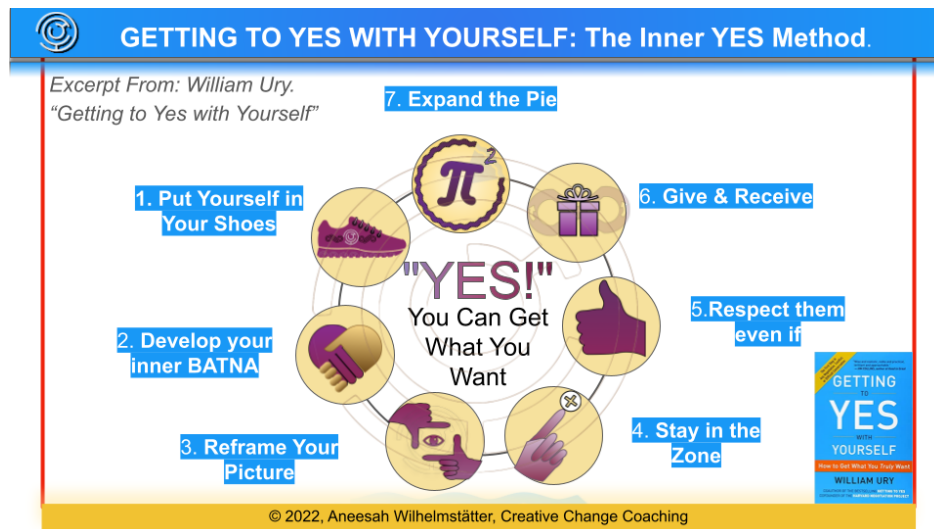
- **The Rat Race Archetype:** The Rat Racer's illusion is that reaching some future destination will bring him lasting happiness; ... therefore showing an inability to experience enjoyment in the moment.
- **The Hedonism Archetype:** The Hedonist's illusion is that only the journey is important — seeking pleasure and avoiding pain.
- **The Nihilism Archetype:** having given up on happiness, is disillusioned with life and harbors the belief that life has no meaning.
- **The Happiness Archetype:** which reflects what we truly want. Here we realise that it's not an either/or equation.

“Happiness is not about making it to the peak of the mountain nor is it about climbing aimlessly around the mountain; happiness is the experience of climbing toward the peak.”

~TAL BEN-SHAHAR

	The Author, William Ury
	<p>is the co--founder of Harvard's Program on Negotiation, where he directs the Project on Preventing War. One of the world's leading negotiation specialists, his past clients include dozens of Fortune 500 companies as well as the White House and Pentagon. Ury received his B.A. from Yale and a Ph.D. in Anthropology from Harvard. His books Getting to YES and Getting Past No have sold more than five million copies worldwide.</p>
	About the Summary Author
	<p>Aneesah Wilhelmstätter is a creativity and creative change coach, self-taught artist, non-fiction author and creator of coaching tools. She comes from a strong therapeutic background, having trained and worked as a Clinical Social Worker in South Africa. Aneesah is passionate about facilitating mindfulness as an instrument for leading positive change.</p> <p>Online: Aneesah's Website, Facebook, LinkedIn, Twitter</p>

Thank you for reading this summary and hopefully you will integrate this phenomenal practice into your life until it becomes your ingrained attitude... beyond shifting into new states of being and more about cultivating this as an enduring trait.



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