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the conflict to be examined in a

way that shows which power is

available to each, showing both

sides that they have some form of

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& Hocker, J. (2011). Interpersonal

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Conflict Management In contrast,

for the distributive approach, it is

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focused on personal benefit rather than collective gain. The distributive approach in negotiation in counseling sessions can result in misunderstanding hence compounding the dispute.

Integrative negotiation is the ultimate dispute resolution during counseling and mediation (Wilmot & Hocker, 2010).

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