

# Troy's Epic GRI Blog

Troy Wilkerson, ABR, SRES, CNE, HCS

## Post 2: False Start

**January 18:** I was all set to attend the GRI-Finance Class at EMAR in Gresham, but I woke up that morning woozy and feverish – even worse than previous day, when I thought I had turned a corner on this flu. So, no class for me!

## Post 3: Back on Track!

**February 1:** I headed down to the OAR office in Salem for the GRI-Negotiations Class with instructor Jimi Couture and about 38 fellow REALTORS®, a gaggle including a few effusive newbies and various cadres of veterans from all over the state.

Why Negotiation? Beyond the obvious (every deal is a negotiation and it's an evolving skill), the title of the class, "Getting to Yes Without Giving In" caught my interest because it would add to my negotiating acumen. I expected Jimi to emphasize standard tenets of negotiation and suggest some fresh approaches, too. I was not disappointed.

Side note: Having recently survived the flu (see Post #2), I was dismayed to find myself seated next to a very nice lady who looked to be in the early stages of the virus. Believe me, I can sympathize, but please stay home if you are sick. This season's flu strain is brutal, and there's no sense in passing it along for the sake of a class, even a GRI.

After a brief introduction, Jimi had us take a self-assessment test to determine what kind of negotiators we were. I felt that many of us could have used some more time to get warmed up, but I told myself to get over it and play along.

My test results weren't surprising: I am what Jimi's test calls a Collaborator/Compromiser, an approach and skill I use as a REALTOR®, if not always in my personal life! As such, I "stand up for my own interests, needs, and values while honoring the interests, needs, and values of others," and seek a mutually satisfying outcome.

Most of us in the class were that "type," though other possible traits were Avoidance/Avoider and Aggression/Aggressor (or "win at all costs"), representing opposite ends of the spectrum.

Jimi began to work through some PowerPoint slides and as the day unfolded she added more anecdotes and funny videos to illustrate ideas and concepts, which resonated strongly with me and, I suspect, others in the class.

Jimi presented many practical suggestions, concepts, and reflections for us to think about and to evaluate our interactions with clients, potential clients, and other agents. One great suggestion was to accumulate "yeses" from the other party by saying "yes and ..." instead of "yes, but ...". Simple, but it takes practice ... and it works!



*Continued ...*

Jimi also discussed the basics of many situational dynamics, such as with opposing agents and parties. In many cases, she suggested treating negotiating as a conversation instead of a debate. She also suggested the concept of "joint problem solving," where a negotiator can be soft on people yet hard on the problem and resolve a dispute around interests not positions.

After lunch, the class became more animated with the integration of additional stories and anecdotes as well as small group work with case studies.

Our group mapped out a case study involving a buyer who decides to bully a seller during the inspection period after winning a fierce bidding war, which brought to the fore many of the diverse perspectives and levels of experience among my classmates. In fact, we resolved this case study so superbly that I am surprised the government hasn't called us to solve some of the world's problems!

All joking aside, we had some fun. And I made some new friends such as my table mate Liz who is going to end up being a great resource to send and receive referrals in a certain part of the state.

6 more credits down! GRI is getting so close!!!

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*Troy Wilkerson is a Portland area REALTOR® and the 2018 Chair of the OAR Professional Development Key Committee. Contact Troy at [troysellshouses@yahoo.com](mailto:troysellshouses@yahoo.com).*

*Check out the full schedule of GRI courses [here](#)*

