

## Exercise: Rational vs. Reasonable Responses

---

### Understanding the Difference

In conflict and negotiation, two common approaches are 'Rational' and 'Reasonable'. While both aim to solve a problem, their mindset and outcomes differ.

- A Rational approach focuses on maximizing self-interest using logic and facts.
- A Reasonable approach considers both self and others' perspectives, focusing on relationship and context.

### Example:

Situation: You are offered ₹14 LPA but expected ₹18 LPA.

- ◆ Rational: "I won't accept less than ₹18 LPA. That's my market value."
- ◆ Reasonable: "₹18 LPA is what I expected. Can we explore if there's flexibility in salary, or additional components like joining bonus or fast-track review?"

### Exercise: Reframe These Rational Responses

For each scenario, read the situation and the given rational response. Then, write a reasonable response that considers both perspectives.

#### 1. Team Contribution

Situation: You did 70% of the group project work.

Rational Response: I'll tell the professor I deserve more marks. Others barely contributed.

Your Reasonable Response: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

#### 2. Roommate Conflict

Situation: Your roommate plays loud music at night.

Rational Response: Stop playing music after 10 PM or I'll report you to housing.

Your Reasonable Response: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

#### 3. Client Demanding Unrealistic Timeline

Situation: A client demands delivery in 3 days—half the realistic time.

Rational Response: Not possible. We'll lose quality and overwork the team.

Your Reasonable Response: \_\_\_\_\_

\_\_\_\_\_

#### 4. Job Offer Acceptance

Situation: You've accepted one job but get a better offer a week later.

Rational Response: I'll take the better offer. Loyalty doesn't pay.

Your Reasonable Response: \_\_\_\_\_

\_\_\_\_\_

#### 5. Academic Misunderstanding

Situation: Your professor marked you absent in a class you attended.

Rational Response: This is unfair. I'll escalate to the dean.

Your Reasonable Response: \_\_\_\_\_

\_\_\_\_\_

#### 6. Expense Reimbursement Dispute

Situation: Your manager denies reimbursement for an official cab ride.

Rational Response: It's in the policy. You have no right to deny it.

Your Reasonable Response: \_\_\_\_\_

\_\_\_\_\_

#### 7. Personal Relationship

Situation: Your partner cancels a weekend plan due to work again.

Rational Response: This isn't working. I need someone who keeps promises.

Your Reasonable Response: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_