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Debra Dupree

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## *The Magic (and Zen) of Mediation*

I am still amazed. After 25 years in the field of workplace and family mediation, how little people know and understand the magic of mediation.

Yes, the magic of mediation.

Oh, meditation has its magic too but I'm talking about mediation (take the first "t" out).

It's a mistake that many make, reading and saying the word "meditation" when what's meant is "mediation."

I suppose there actually is a sense of meditative qualities to the process of mediation.

A skilled mediator guides people through difficult conversations about issues that are important to them, over which there are disputes and conflicts that arise.

When managed well, the process can be healing whether or not successful resolution is reached. Participants to mediation often report a sense of satisfaction and closure to the emotional wounds of the dispute, finally having a safe environment in which to address their hurts, disappointments, fears and concerns.

Afterall, mediation is successful more than 90% of the time.



Only 3–4% of all cases end up in litigation, settling somewhere along the way.

Too often, parties in conflict rush to lawyers to represent them and take an adversarial position against the other side. The intent is to crush or pound the other side to get their day in court.

Don't get me wrong! There's a time and place for lawyers and litigation. But far too often, parties spend tons of money and repeated visits to the courts.

Keep two things in mind.

1. When arbitration and litigation are pursued as the avenues for dispute resolution, somebody else now takes charge of your life and the outcome(s).
2. And, in today's COVID-19, the courts have been closed slowly re-opening. The lives of people in conflict have been put on hold, in limbo, while waiting on the courts to safely open. Resolution is uncertain and indefinite.

When you pursue mediation as the first step, whether or not lawyers are involved, the outcomes negotiated are in YOUR hands guided by the skilled facilitation of the mediator.

And, we've learned in the last six months that mediation outcomes are even more successful with less emotional distress when conducted on-line! Now who would have expected that?

A mediator knows how to navigate the parties through the process, helping to understand the pain points, and bringing to the surface what's important to each of the parties in conflict so that mutual resolution can be reached.

There are huge unexpected benefits to doing mediation online.

Mediation is what my mentor, Dr. Dan Dana, described as a "both gain" outcome. Not "win-win" or "win-lose" but "both-gain!"

Now what better way is that? Client satisfaction with the process? You betcha!

Hmmm, a meditative quality that evolves from the process of mediation: peace, inner resolution and happier, healthier living.

Yes, the magic of mediation.

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Something like the Zen of meditation!

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