

# WBGR ADR INSTITUTE

ALTERNATIVE DISPUTE RESOLUTION · ESTABLISHED 2026

Facilitative Mediation Training

## UNIT 3 · MODULE 2 RECORDING GUIDE

# Managing Emotions, Power Imbalance, Caucus and Impasse

Slide-by-slide speaking points for recording this single module lecture video.

### PROGRAM

## Basic 40-Hour Facilitative Mediation Training

Instructor video lecture production guide · speaking points & recording script

**UNIT 3: NEGOTIATION, IMPASSE AND AGREEMENT BUILDING — RECORDING CONTEXT****Managing Emotions, Power Imbalance, Caucus and Impasse**

This module belongs to Unit 3: Negotiation, Impasse and Agreement Building. Option generation, caucus, impasse management, power balancing, and durable settlement drafting.

**Before you record**

- Record the Unit 3 welcome video and the other modules in this unit in the same session so the unit presents as one continuous lecture series.
- Follow the five-slide rhythm below; record the lecture video beside slide five after delivering the talking points.

**UNIT 3 · MODULE 2****Managing Emotions, Power Imbalance, Caucus and Impasse**

Use process tools to keep difficult conversations productive.

**Slide 1 · Training Focus**

Frame the module on camera and tell students what they will be able to do. Focus: Use process tools to keep difficult conversations productive.

- Decide when and how to call a caucus and explain it fairly.
- Apply one impasse-breaking move that keeps the mediator neutral.
- Conduct a confidential safety screen and decide when to suspend or safely terminate a mediation.

**Slide 2 · Core Talking Points**

- Caucus is a private, confidential meeting used transparently.
- The mediator balances participation without taking sides.
- Impasse tools refocus parties on shared interests and reality-testing.
- Screen privately and individually for domestic violence, intimidation, and coercion; severe power imbalance can make safe, voluntary negotiation impossible.
- When a case is unsafe, terminate without blame, give the other side only a neutral reason, and refer the at-risk party to resources.

**Slide 3 · Mediator Language To Model**

Demonstrate neutral, facilitative phrasing students can reuse:

- » “I am going to meet with each of you privately — it is confidential and I offer it to both sides.”
- » “Let us slow down and look at what each of you most wants to protect.”
- » “If this is not resolved today, what happens for each of you?”
- » “I meet privately with each of you as a routine step — has anything happened that makes you feel unsafe or unable to speak freely?”

**Slide 4 · Role-Play Practice**

Role-play an emotional impasse; the mediator uses caucus or reality-testing and the class evaluates neutrality.

**Slide 5 » Student Checkpoint & Lecture Video**

- Check for understanding: Can students explain a caucus and a reality-test without appearing to take sides?
- Record the module lecture video here, walking through the talking points beside slide five.
- Remind students the module quiz unlocks after they mark this lecture video reviewed.