
The Orange

A 20-minute negotiation with one hidden fact per team

Both teams want the orange. Nobody asks what for — and that one missing question is the whole lesson.

**Your last real disagreement at
work —
did anyone ask what the other
side needed it FOR?**

The setup

- Two teams, one orange, two tables far enough apart to keep secrets.
- Each team gets a confidential brief — with only half the truth.
- Eight minutes to reach a WRITTEN agreement. No agreement: neither team gets anything.

What the briefs say (revealed later)

- Team A: fresh juice for the café — the peel is useless to them.
- Team B: orange peel for the cake — the flesh is useless to them.
- Neither card mentions the other side's need. That is the design.

What usually happens

- Minute one, someone anchors on “half each.” Equality feels so tidy.
- The hidden facts surface only if someone asks a question about the OTHER side.
- At the reveal: the team that asked walks away whole. The team that split, split in half.

Three ways it fails, three rescues

- “Half each” anchored in minute one → no rescue live. The premature split is the debrief’s centerpiece.
- A team lies about its brief → legal in this game; note it, and trust becomes question five.
- Nobody opens at all → minute five, announce: “three minutes of questions that must be answered honestly.”

Three questions at the reveal

- 1. First two minutes: what did your team lead with — a demand, or a question?**
- 2. Which team asked “what do you need it for”? What was that question worth?**
- 3. Half felt fair right up until the reveal — what did it actually cost?**

The measure

- Before the briefs open: six rows about how you handle real disagreements.
- After the debrief: the same six rows about this negotiation.
- Three rows are reverse-scored — the anchor of “half” is one of them.

Information is the currency of agreement.

Half is equality. Not efficiency.

The orange proves they are different things.

One question to install

- Before your next counter-offer: one question about what they need it for.
- Where is the hidden complement in your week — headcount, budget lines, one shared engineer?

Print the briefs · run eight minutes · read both cards aloud

Position-takers split the orange. Interest-askers both walk away whole.

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