



## MARYLAND COUNCIL FOR DISPUTE RESOLUTION

### APPLICANT'S SELF-STATEMENT

“A task of reflective practitioners is to know  
consciously the theories that guide  
and shape their behavior.”

Michael Lang, THE MAKING OF A MEDIATOR

Please offer us a one-page description of your approach to mediation, a formulation of your style of mediating. You should be explicit about the core beliefs, principles and theory/ies which are the lenses through which you view the mediation and which inform your approach.

Some mediators practice using an interest-based approach, some view a mediation through a transformative lens, some employ an evaluative style. Our interest is not in whether you are using the “right” theory, but whether you are aware of what it is you are doing and can be consistent in how you go about it. To use an Michael Lang’s analogy, all physicians practice medicine, yet in treating disease some of them employ aggressive approaches such as surgery, radiation, and chemotherapy; others rely on extensive testing before proposing an intervention, and still others rely less on drugs and prescribe life-style changes, natural remedies, emotional healing, or support groups. These professionals may all have similar training, but their practices differ widely.

We believe competent mediators should be able to articulate their approach to mediation and should be able to apply it with consistency. Our goal in requesting your own description is not to use a one-size-fits-all approach, but rather to be able to understand how you see yourself approaching a mediation and to be able to view you in terms of your own stated framework and goals.