In the classic tale of a chaotic kitchen before an important dinner, two feuding chefs urgently need the only remaining orange in the pantry for their respective dishes. The first chef asserts its necessity for his prized sauce. The second chef retorts that her dessert will be ruined without it. After an emotion-laden battle, they finally agree to compromise, cutting the orange in half. The solution.

In the conflict will help define and potentially solve the problem. Accurately defining interests and demonstrating your understanding will maximize the possibility of mutually acceptable solutions. Share your own perspective, being careful to describe your underlying interests, not positions. What mutual goals do you share? What potential solutions were not immediately evident based on positions alone? During this process, remain open to arriving at a solution that you had not anticipated.

While I unfortunately have little wiggle room on annual salary, there are some options for loan repayment, housing down payment assistance, and low-cost childcare at the health system, which is where my kids went.”

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*Corresponding Author: Josué Zapata, MD, MBA; e-mail: Josue.Zapata@ucsf.edu; Telephone: 415-221-4810; Twitter: @josuezapata
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