

MAP – 21 OVERVIEW

Moving Ahead for Progress in
the 21st Century

Presented by
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RIGHT OF WAY

MAP-21 provisions are designed to:

- Improve efficiency in project delivery;
- Broaden the ability to acquire prior to completion of NEPA review
- Provide for a demonstration program permitting a lump sum payment for acquisition and relocation
- Enhance contracting efficiencies
- Encourage the use of innovative technologies and practices



RIGHT OF WAY

§ 1301 Declaration of Policy and Project Delivery Initiative

- Expands State's ability to acquire or preserve rights of way for a transportation project prior to completion of NEPA process
- Establishes a demonstration program for permitting lump-sum payments, if elected by displaced person



RIGHT OF WAY

§ 1302 Advance Acquisition of Real Property Interests

- Provides explanation of eligibility requirements for Federal Aid participation on acquisitions completed prior to NEPA
- Expands what types of real property by striking the words “right of way” and “real property” and inserting “real property interests”



RIGHT OF WAY

§ 1521 Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 Amendments

- Reestablishment payment maximum increased from \$10,000 to \$25,000
- Fixed Payment In-Lieu maximum increased from \$20,000 to \$40,000
- Replacement Housing Payment maximum increased from \$22,500 to \$31,000
- Rental Assistance Payment maximum increased from \$5,250 to \$7,200
- Changes 180-day occupancy requirement to 90-days
- Provides FHWA ability to adjust maximum payments by regulation

Effective Date of the URA changes is October 1, 2014



MAP – 21 REFERENCE

www.fhwa.dot.gov/map21

<http://www.dot.gov/map21>

MAP – 21 QUESTIONS?



UNDERSTANDING BEHAVIOR STYLES FOR RIGHT-OF WAY NEGOTIATION SUCCESS

Do you know your Style? Do you have a sense of the behavior styles of the people you deal with?

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PEOPLE ARE DIFFERENT

That's no surprise
but do we have
it in mind when we
work with them or
negotiate with them?



SOME PEOPLE ARE A GOOD MATCH...



AND SOME?



But, understanding how you behave and how others are different, you can get past differences.



NEGOTIATION TIPS AND TECHNIQUES

What is “negotiation”?

The process by which two or more people resolve differences to reach a mutually acceptable agreement.¹

There’s no “EASY” button!



¹ IRWA Principles of Right of Way Textbook



NEGOTIATION TIPS AND TECHNIQUES

For a negotiation to be successful:

- The issue must be negotiable
- All parties must be willing and able to negotiate

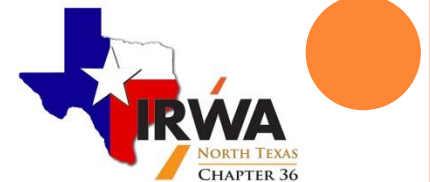


- All parties must have a level of trust



WHAT'S YOUR BEHAVIOR STYLE?

LET'S MOVE and FIND OUT!



ACTIVE

Fast-Paced
Dynamic
Bold
Assertive

QUESTIONING

Logic-Focused
Objective
Skeptical
Challenging

ACCEPTING

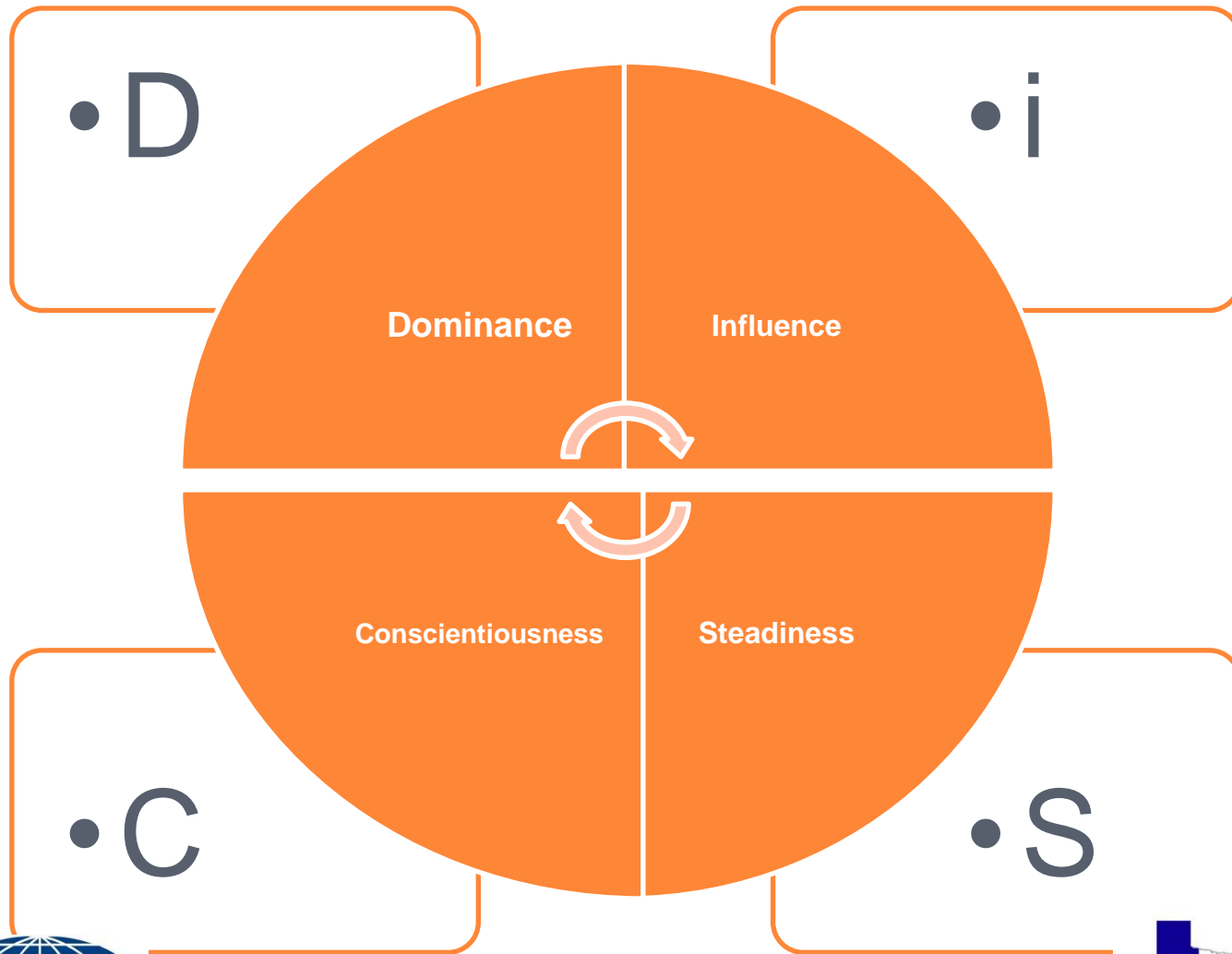
People-Focused
Empathizing
Receptive
Agreeable

THOUGHTFUL

Moderate-Paced
Careful
Calm
Methodical



DISC® STYLES



DOMINANCE STYLE

- **Emphasis:** Shaping the environment by overcoming opposition and challenge
- **Tendencies:** Getting immediate results, taking action, accepting challenges
- **Motivated by:** Challenge, power, authority, direct answers
- **Fears:** Loss of control, being taken advantage of



INFLUENCE STYLE

- **Emphasis:** Shaping the environment by persuading and influencing others
- **Tendencies:** Involvement with people, making a favorable impression
- **Motivated by:** Social recognition, group activities, relationships
- **Fears:** Rejection, disapproval, loss of influence



STEADINESS STYLE

- **Emphasis:** Achieving stability, accomplishing tasks by cooperating with others
- **Tendencies:** Calm, patient, loyal, good listener
- **Motivated by:** Infrequent change, stability, sincere appreciation, cooperation
- **Fears:** Loss of stability, the unknown, change, unpredictability



CONSCIENTIOUSNESS STYLE

- **Emphasis:** Working within circumstances to ensure quality and accuracy
- **Tendencies:** Attention to standards and details, analytical thinking
- **Motivated by:** Clearly defined performance expectations, quality, accuracy being valued
- **Fears:** Criticism of their work, slipshod tasks



ASK YOURSELF

- What is my predominant Style or Styles?
- What are the Styles of those you work with?
- What Style is most difficult for you to relate to?

If you understand more about your Style and can understand something about the other person's style, you can work with them with less conflict and more success.



TO BETTER RELATE TO -

D – Dominance

- ✓ Be brief, to the point
- ✓ Respect their need for autonomy
- ✓ Let them initiate
- ✓ Show independence
- ✓ Show your competence
- ✓ Stick to the topic
- ✓ Eliminate time-wasters



TO BETTER RELATE TO -

i – Influence

- ✓ Approach them informally
- ✓ Be relaxed, sociable
- ✓ Let them verbalize thoughts and feelings
- ✓ Provide written details
- ✓ Give public recognition for individual accomplishments
- ✓ Use humor



TO BETTER RELATE TO -

S – Steadiness

- ✓ Be systematic in your approach
- ✓ Provide a consistent and secure environment
- ✓ Use sincere appreciation
- ✓ Show their importance to the organization
- ✓ Let them know how things will be done
- ✓ Give them time to adapt slowly to change



TO BETTER RELATE TO -

C – Conscientiousness

- ✓ Provide clear expectations and deadlines
- ✓ Show dependability
- ✓ Demonstrate loyalty
- ✓ Be tactful and emotionally reserved
- ✓ Be precise and focused with high standards
- ✓ Allow precedent to be a guide



CONFLICT AND DISC® STYLES

- The D-style reacts by:
 - Becoming aggressive and autocratic
 - Creating win/lose outcomes
 - Refusing to bend
 - Overpowering with force

The D-style tends to Assert themselves by becoming Demanding and focusing on Logic

The D's Goal is VICTORY



CONFLICT AND DISC® STYLES

- The i-style reacts by:
 - Wanting to be heard
 - Initially glossing over tension
 - Verbalizing feelings impulsively
 - Personally attacking

The i-style tends to Assert themselves by becoming Expressive and focusing on Feelings

The i's Goal is ACKNOWLEDGEMENT



CONFLICT AND DISC® STYLES

- The S-style reacts by:
 - Avoiding aggression
 - Trying to save relationships
 - Accommodating or giving in
 - Simmering beneath the surface

The S-style tends to Suppress themselves by becoming Compliant and focusing on Feelings

The S's Goal is HARMONY



CONFLICT AND DISC® STYLES

- The C-style reacts by:
 - Becoming defensive
 - Strategizing in a controlled fashion
 - Resisting passive-aggressively
 - Overpowering with logic and facts

The C-style tends to Suppress themselves by Withdrawing and focusing on Logic

The C's Goal is JUSTICE



CONFLICT AND DISC® STYLES

What can we do when there's Conflict between people with different Styles?

- Understand it's not Personal
- Communicate in ways they can understand your needs
- Recognize that it's okay for people to be different and still accomplish things



QUICK REVIEW

- People are different in many ways
- Negotiation calls for reaching agreement
- You can be *more successful* by recognizing and understanding different styles of behavior, including your own!

Know – Understand – Win. Good luck!



QUESTIONS?



THANK YOU

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