



**Chairperson**

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# Tennessee Supreme Court

ALTERNATIVE DISPUTE RESOLUTION COMMISSION  
 Nashville City Center, Suite 600  
 511 Union Street  
 Nashville, TN 37219  
 615-741-2687 Fax 615-741-6285

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**Supreme Court Liaison**

Hon. Gary R. Wade

## Rule 31 Continuing Mediation Education Accreditation Request Form

**Provider Name:** Knoxville Bar Association  
**Address:** 505 Main Street, St. 50, Knoxville, TN 37902  
**Telephone/Fax:** Ph 865-522-6522 / Fax 865-523-5662  
**E-Mail Address:** tsharp@knoxbar.org

**Course Title:** Psychological Barriers to Settlement in Employment Mediation – and Economic Strategies to Overcome Them

**Date(s) Held:** January 14, 2015

**Location(s):** City County Building – Small Assembly Room

**Fee for Members/Non-Members:** \$20/\$30

**Does this course have CLE Commission Approval?** Yes – 1 hour of Gen. Credit

Session Description	Type of Credit Requested (General Continuing Education, General Mediation Issues, Mediation Ethics, or Family Law)	Start Time	End Time	Credit Approval (Office Use Only)
<p><b>Speaker:</b>            Mark C. Travis, J.D., LL.M., Travis ADR Services, LLC</p> <p>What prevents settlement in mediation of litigated claims – and employment cases in particular? “Unreasonable” or “irrational” parties? “Arrogant” or “overconfident” adversaries? Or worse – all of the above? Most often, these behaviors are characterized as “cognitive biases” which represent a pattern of irrational deviation in judgment, where assumptions about other people and situations are drawn in an illogical fashion. This presentation will apply some real-life context to these psychological biases in mediation and, more importantly, develop economic strategies for addressing them.</p>	General Mediation	12:00 p.m.	1:00 p.m.	1.0 Hour General Mediation Issues

**OFFICE USE ONLY**

**Total Approved CME: 1.0 Hour**  
**Date Approved: December 10, 2014**