



UPPSALA
UNIVERSITET

Peacemaking Up Close

Explaining Mediator Styles of International Mediators

MATHILDA LINDGREN

Peacemaking Up Close Explaining Mediator Styles of International Mediators

Mathilda Lindgren

+46 70 478 86 03

mathilda.lindgren@humandignity.se

Human Dignity A Center For Leadership

www.humandignity.se

What explains mediator styles of individuals mediating for peacemaking organizations in armed conflicts?

Mediator style

- * Directiveness
- * Orientation

Explanations

- * Context
 - Conflict intensity
- * Characteristics
 - Profile
 - Personality

How can explanations for mediator styles help us design more effective

development work?
1) Less biased evaluations of mediations

2) Individualized capacity building

3) Designs grounded on systematic research

Conclusions & Results

- 1) Mediator style varies along directiveness & orientation
 - A) high rather than low conflict intensity makes mediators overall more directive
 - B) high rather than low mediator profile gives rise to more settlement-oriented mediators
- 2) Important contingent effects between context & characteristics
- 3) + 4) Refined understanding of causes allow for better evaluations of effects

Practical Implications

- 1) Attend to the impact of conflict intensity on directiveness
- 2) Learn more about the characteristics of potential mediator recruits
- 3) Encourage greater self-awareness among mediators
- 4) Acknowledge & support broader variety of mediators and mediation teams

Next steps

Zoom in on...

- * The individual mediators & teams
- * Expectations & views
- * Leadership & goals



HUMAN DIGNITY[®]
A CENTER FOR LEADERSHIP AB