

Frequent Asked Questions (FAQ's)

What is mediation?

Mediation is a conversation facilitated by a neutral person (mediator) between two or more people (or groups) who have a disagreement. A mediator, trained in conflict resolution, helps people have a more constructive conversation. The folks who have the disagreement are called participants.

When is mediation appropriate?

People may choose to participate in mediation when they struggle to communicate with each other on important matter at home, in the workplace, or in another important setting. Some people choose mediation to get help with a critical conversation before it becomes a legal matter. Others choose mediation after commencing a court action.

What happens in mediation?

The participants tell the mediator what issues they want to discuss. The mediator facilitates a conversation between the participants. With the help of a mediator, the participants may clarify the facts, consider the needs, and create ideas for resolution. The participants choose what is discussed, and if an agreement is reached, the participants decide what is says.

Do participants need to be in the same room?

No. Participants may choose to be in the same room or different rooms. Bruckner Mediation has three meeting rooms along with a conference room. When the participants choose to be in separate rooms, and the mediator goes back and forth between the rooms, it is called a caucus. The participants may choose to stay in caucus for the duration of the mediation or may choose to convene at some point.

Is the mediator neutral?

The mediator remains neutral and impartial. The mediator seeks to understand each participants' needs and provides space for an honest and constructive conversation. The participants decide what issues are discussed and what any agreement says.

Will the mediator give legal advice?

No. A mediator does not provide legal advice and cannot do so under Minnesota Rule 114. Sherry Bruckner practiced law for twenty years, and is still a licensed attorney, which gives her insight and understanding into the conflict situations people face. However, as the mediator, she remains neutral and impartial. If an agreement is reached, the participants decide what is says.

What if the other person will not agree to mediation?

You may choose to attend individual conflict coaching to learn tools to show up as your best self in conflict. You will learn to clarify the facts, consider your needs, and create ideas for resolution based upon Rosenberg's non-violent communication (NVC) model. Understanding NVC will help you engage with empathy (for yourself and others) and make clear requests.

Where does the mediation occur?

You may request a mediation in your location, via webinar, or at the Bruckner Mediation office at 324 Broadway Street in Alexandria, Minnesota.

How much does it cost?

Fees vary based upon a sliding fee scale. Participants may choose a flat fee for a fixed time session or an hourly rate. Call 320.808.3212 for details.