

necessary in cooperation with social workers, doctors and psychologists.

In order to ensure long-term compliance with the agreement, especially in more complex cases, the mediation agreement should be drawn up in a differentiated manner and provided with detailed instructions for implementation (e.g., Kaiser, 2009; Kelly, 2004; Morris et al., 2018). In this context, it would also be useful to specify who monitors the progress of the implementation of the regulations, in what way, and when. Here, experts or auditing organizations can provide useful services, if necessary. Compliance with the agreements should be monitored in the context of *catamnases* and ensured through long-term *follow-up*. Both would also be relevant for the quality management of mediation.

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Appendix A Variables and Measures

The following variables and measures were examined using our questionnaires (wording in questionnaire in italics; see also Figure 1; all questionnaires are available from the first author).

Structural Variables (T1)

As structural variables, we examined what entered the conflict and the subsequent mediation process as initial conditions. These included:

- Person variables of the parties involved: *age, gender and marital status, number of children*, personality variables of the parties (Big Five questionnaire by Gerlitz & Schupp, 2005; McCrae & Costa, 1999) with 4-5 items each on the personality traits neuroticism, emotional irritability, openness to new experiences, extraversion/introversion, conscientiousness, and agreeableness.
- Role as *plaintiff/defendant*, mediator, or advocate.
- Level of information, attitude, *reason for consent*, and *prior experience* of parties and attorneys *regarding mediation*.
- Quality of life: state of *quality of life and well-being, burden of relatives, stressed when others argue in my presence* (conflict anxiety)
- Mediator variables: Number of *hours completed in mediation training, supervision*, number of *years practicing as a judge and as a mediator*, and number of *mediations conducted*.
- Relationship variables: *Type and duration of relationship, quality of communication and relationship between*

parties, lawyers, and mediators.

- Conflict variables: *Type, duration, and complexity, legal difficulty, and amount in dispute of conflicts as assessed by mediators*
- System context variables: *Burden of relatives, support of mediator by colleagues and Presidium*

Process Variables (T2)

- Length of process: *Number of meetings and hours*
- Relationship variables: *Communication and relationship clarified and improved, understanding and appreciation, protected from attacks by other participants in the process, confidentiality maintained by all participants*
- Negotiation variables: *one-on-one meetings, more room for maneuver than in court proceedings, active participation, compromising, consideration of all significant issues, clarification, ...how the parties involved perceive the individual aspects of the conflict, the importance and impact of the individual aspects of the conflicts for the parties involved, the goals and concerns of the parties to the conflict, that the parties are supported in reaching a mutually agreeable settlement, fairness of the proceedings*
- Mediator variables: *Understanding, appreciation, encouragement to reach a mutually agreeable settlement, genuineness, neutrality/all-partiality, abstinence, that the mediator does not legally judge the matter in dispute, urging*
- Advocacy variables: *Appreciation, preparation and help to legally assess the matter in dispute, urging.*

Outcome Variables (T2)

- Conclusion and quality of agreement: *Assertion of own goals, justice, comprehensive resolution of conflict, elimination of causes of conflict, background of problems clarified, satisfaction*
- *Time and cost savings*
- Relationship variables: *Communication and relations between the parties clarified and improved, positive contribution to the resolution of the problem appreciated, honesty and sincerity of all parties involved, protected from attacks by other parties to the proceedings*
- Quality of life: *Encouragement, stress reduction, conflict anxiety, burden of relatives, satisfaction with well-being and quality of life*
- Compliance: *Assessment of one's own and the opponent's compliance with the contract*
- Attitude towards mediation: *In case of similar conflicts in the future, I will seek a court decision/judicial mediation extrajudicial mediation*
- Conflict ability: *Conflict insight, competence awareness*

Variables of the Circumstances (T3)

- Compliance: *Own and opponent's contractual compliance*
- Security: *Protected from attacks by other parties to the proceedings*

Sustainability Variables (T3)

- Long-term quality of agreement: *Justice, comprehensive resolution of conflict (no relapse), elimination of causes of conflict, enforcement of my goals, background of problems clarified, satisfaction*

- Retrospective assessment of the conduct of negotiations: *Compromising, active participation, consideration of all essential issues, clarification, ...how the parties involved perceive the individual aspects of the conflict, the goals and concerns of the conflict participants*
- Mediator variables in retrospect: *Impartiality, assisting the parties in reaching a mutually agreeable settlement.*
- *Time and cost savings (no need for lawyer to consult again, no need to force agreement to be enforced, etc.)*
- Relationship variables: *Communication and relationships between parties clarified and improved, positive contribution to resolution of problem appreciated, honesty and sincerity of all parties, protected from attacks by other parties to proceedings*
- Lasting quality of life: *Feeling of well-being, encouragement, less stress caused by the conflict, fear of conflict, burden of relatives*
- Lasting compliance: *Assessment of own and adversary's previous and future contractual compliance, agreements reached had to be enforced by force (reminder by lawyer, bailiff, penalty payment)*
- Attitude towards mediation: *In case of similar conflicts in the future I will seek a court decision/judicial mediation extrajudicial mediation*
- Conflict competence: *Conflict insight, understand the conflict and myself better, competence awareness, through the mediation process I have learned to deal with conflicts better.*

Appendix B
Intertemporal Correlations of Key Variables in the Subsample (df = 72)

	df 71	Time saving 3 68	Cost savings 3 70	Fair Outcome 3 70	Compliance 70	Relation A better 3 62	Quality of life 3 65	Satisfaction 71	Stress Reduction 3 70	Conf. competence 58
Structural Qualities										
Emotional irritability	.12	.06	.06	.03	.20	-.05	-.09	.08	.05	
Slyness, Inhibition	.17	.05	.34*	.18	.24	.01	.13	.13	.07	
Imaginative	.07	.01	.01	.05	.11	.07	.04	.02	.15	
Aesthetic inclination	.21	.18	.16	.19	.18	.12	.18	.16	.14	
Openness Sociability	.14	.01	.11	.22	.30*	.08	.01	.22	.10	
Roughness	-.10	.20	.26*	.29*	.40**	.27*	.26*	.21	.21	
Belligerence	.02	.10	.22	.12	.06	.28*	.10	.16	.28	
Relationship Attorney	.17	.13	.19	.18	.08	.24	-.11	.24	.10	
Quality of Life1	.20	.23	.16	.29*	.08	.01	.16	.23	.10	
Duration of conflict	.12	.01	-.03	-.05	-.25	-.03	.17	-.08	.20	
Complexity of Case	.01	.08	-.11	.11	-.01	-.01	-.07	.00	.09	
Relationship1	.02	.18	.00	.18	.09	.05	.05	.09	.05	
Mediation years	.24*	.32**	.14	.26*	.04	.04	.16	.22	.20	
Training hours	.25*	.30*	.00	.36**	.03	.12	.18	.19	.10	
Supervision hours	.19	.16	.01	.23	.05	.10	.12	.08	.20	
Process Qualities										
Fair procedure	.17	.28*	.21	.21	.02	.16	.23	.20	-.13	
Good information	.05	.05	.13	.13	.09	.10	.11	.01	.05	
Encouragement	.07	.10	.07	.00	.22	.03	.01	.05	.18	
Conflict competence	.09	.06	.16	-.13	.11	.13	.05	.07	.05	
Preparation by lawyer	.03	.00	.04	.12	.03	.04	.10	.05	.03	
Urging the mediator	.00	.01	.04	-.08	-.04	-.14	-.01	.02	-.26	
Understanding Conflict	.04	.15	.22	.24	.28	.04	.20	.18	.12	
Number of sessions	.00	.03	-.04	.06	-.21	.04	.17	.02	.10	
Agreement	.04	.07	.20	.03	.07	.08	.10	.06	.16	
All issues	.05	.06	.17	-.10	.01	.20	.01	.01	.30*	
No court decision	.17	.43*	.17	.05	.12	.05	.15	.02	.23	
Outcome Qualities										
Time saving 2	.06	.15	.11	.02	.12	.04	.12	.04	.10	
Cost saving 2	.10	.26*	.18	.04	.03	.24	.14	.11	.22	
Fair outcome 2	.11	.21	.31**	.13	.02	.05	.21	.24*	.21	
Wellbeing	.02	.03	.00	.10	.03	.16	.00	.14	.00	
Autonomous resolution	.12	.08	.26	.02	.01	.02	.01	.15	.00	
Stress avoidance 2	.07	.14	.22	.03	.04	.00	.11	.04	-.05	
Sustainability										
Time saving	1.00	.64**	.40**	.59**	.33**	.18	.42**	.78**	.19	
Cost saving	.64**	1.00	.46**	.54**	.41**	.27*	.54**	.63**	.13	
Long-term fairness	.40**	.46**	1.00	.36**	.49**	.25*	.61**	.49**	.16	
Compliance	.59**	.54**	.36**	1.00	.32*	.32**	.57**	.70**	.12	
Relationship better	.33**	.41**	.49**	.32*	1.00	.28*	.37**	.46**	.34*	
Quality of life	.18	.27*	.25*	.32**	.28*	1.00	.35**	.26*	.30*	
Well-being3	.42**	.43**	.35**	.57**	.27*	.51**	1.00	.48**	.12	
Stress reduction	.78**	.63**	.49**	.70**	.46**	.26*	.56**	1.00	.32*	
Conflict competence	.19	.13	.16	.12	.34*	.30*	.26*	.32*	1.00	