



## Negotiating Your Way to a More Satisfying Life

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## Session Goals

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- Begin to think about asking differently
- Identify ways to ask
- Understand positions and interests



## Two Key Concepts from Negotiation

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- Asking
- Positions and Interests

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## Asking

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- Key step in negotiating
- Can resolve the issue or lead to a lengthier discussion
- Gender differences in propensity to ask
  - Examples

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## Asking

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- What are the messages we get about asking for what we want?
- Discuss

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## Asking

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- Think of one thing you want to be different but you haven't asked for
- What is stopping you?
- Discuss

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## Why Women Might Not Ask

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- Gender roles
- Socialization
- Don't feel entitled
- Different treatment
- Negative consequences

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## Adopt New Beliefs

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- It's ok to ask
- You need to ask; you might not get what you want (or deserve) unless you ask
- You can ask without being aggressive
- What do you want? Need?
- By asking you
  - empower yourself
  - take responsibility for your own wants and needs
  - take steps to improve your life

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## Identify What You Want

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- What would make your life better?
- What isn't working?
- What would you like to change?
- What is making you mad, sad, upset?
- What do you think is unfair or not right?
- What bugs you?
- What good thing do you want more of?

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## Who Should You Ask?

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- Who controls the resources you need?
- Who has influence?
- Who can help you in your quest?

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## How to Think About Asking

- What kind of issue is it? Does groundwork need to be done first?
- Does more than one person need to be involved?
- Do you need to be strategic?
- Whose support do you need to enlist?

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## Interests and Positions

- Position – the outcome you've determined you want; your "solution" to the situation; a position provides no alternatives; it's black or white
- Interests – your underlying or actual goals/desires; underlie positions; might be several ways to address one's interests

Examples: Wanting to vacation in Maui, Hawaii  
vs. wanting to vacation at the beach.  
Wanting to eat at Pregos vs. wanting to  
eat at an Italian restaurant

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## Often You Ask for Your POSITION

- A position is your “solution” to the “problem”
- Examples....
  - I want two more staff positions
  - I want Fridays off
  - We need to change software vendors

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## And Your Interests Underlie Positions

- I want two more staff positions
  - I want to be able to leave the office by 6:30. I want to take on more managerial work and be less hands-on. I need more staff to handle the new compliance regulations.
- I want Friday's off
  - I need more time to spend with my family; I don't want to drive in Friday traffic
- We need to change software vendors
  - Our current vendor is much more expensive than others and is not responsive to our complaints. We don't receive adequate training on new releases.

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## Know Your INTERESTS

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- Understanding interests allows for a broader set of possible solutions
- Interests are useful when your position is in conflict with someone else's or your position can't be granted

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## Asking, Positions and Interests

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- Explore interests if you don't know your position or your position can't be met
- Look for mutual interests and create a problem-solving situation
- Get your interests met by being a creative thinker and problem-solver

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