

# Goals of Today's Session

- Learn negotiation fundamentals
- Raise awareness: research on gender and negotiation
- Learn tactical, research-based negotiation strategies for your career

# Image of a Negotiation

What do people usually imagine when they think of a negotiation?

# Survey Results

## Harvard WIT+: Negotiation Pre-Workshop Survey

Please take 1 minute to complete this short snapshot survey.

Have you taken negotiation coursework before? \*

- ☐ Yes
- ☐ No
- ☐ Sort of

When is the last time you negotiated for something? (Answer in total days) \*

Short answer text

What is the last thing you negotiated for? \*

Long answer text

# Survey Results

When is the last time you negotiated for something (days)?

1300
750
700
400
365
365
365
350
100
90
90

14
10
8
7
5
2
1
1
0
0
0

# Survey Results

## What is the last thing you negotiated for?

car price
salary
More staff
Property Deed
Project deadlines with my team
salary
Salary increase
how much to pay a temporary childcare worker
car pricing
A reclass for an employee
a data resource with a vendor
Job reclassification/promotion
Salary

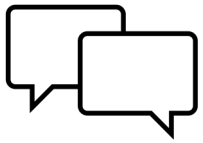
comp adjustment for a team member
My hiring salary
bandwidth, reasonable workload
New title and pay raise
my hourly internship rate
Restructuring my job
Salary for a job offer
Title change
promotion (it didn't go as planned)
Hiring salary
salary - was told there's no flexibility
Ability to contribute to a project at work that had been on the back burner for the team for years
salary

negotiating with family on delegating tasks

where to have dinner

my kids to get dressed

# Defining “Negotiation”



Any situation when two or more parties are aiming to find agreement

# Important Terms & Concepts



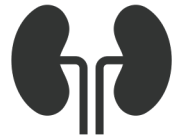
Parties vs. Stakeholders



Positions vs. Interests



# Important Terms & Concepts



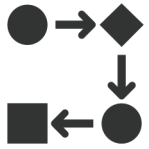
Alternatives



BATNA – Best Alternative to Negotiated Agreement



# Important Terms & Concepts



Sequencing



Signaling

# Image of a Career Negotiation

What do people usually imagine when they think of a career negotiation?

# Image of a Career Negotiation

What are the narratives or stereotypes you have heard around women and negotiation?

# Gender Impacts on Negotiation



Source:  
Adapted from H. Riley Bowles, L. Babcock,  
and K. McGinn, "Constraints and Triggers:  
Situational Mechanics of Gender in  
Negotiation," *Journal of Personality and  
Social Psychology* 89 No. 6 (2005), pp. 951-  
65.

# Gender Impacts on Negotiation

- Linda Babcock and Sara Laschever find that women “ask” less than men and **perceive fewer situations as negotiable**, especially when it is unclear as to whether negotiation is expected

Redefine negotiation.  
Look for more opportunities to negotiate.

- Women have been found to set **lower aspirations** in negotiations than men

Question your targets. Are they high enough?

- However, Hannah Riley Bowles (HKS) and colleagues have found that women set lower aspirations **only when there is informational uncertainty**; when standards are known, women aspire high

Prepare,  
prepare,  
prepare!

# Defining “Career Negotiation”



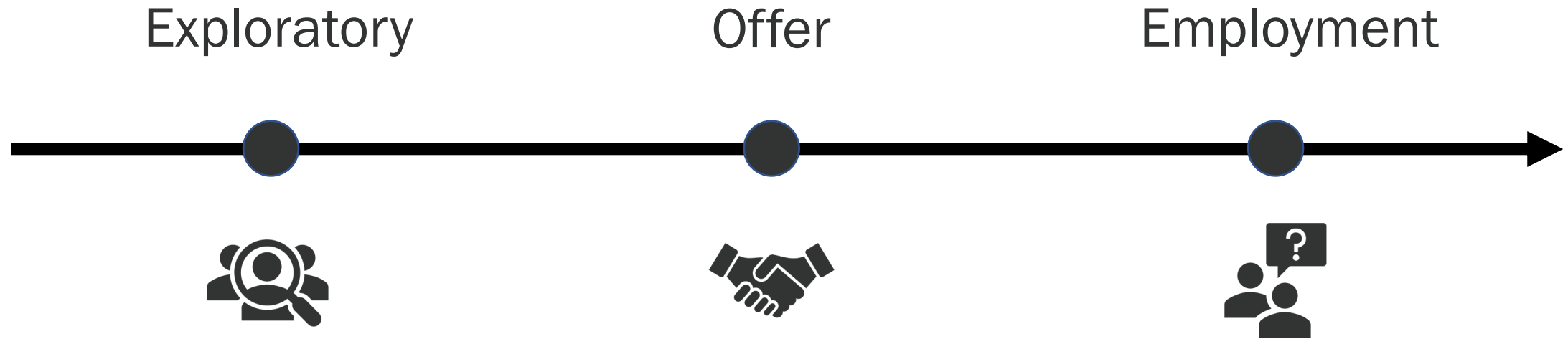
Including both work *and* quality-of-life considerations



Any requests or proposals you make to others that involve:

- Mutually beneficial problem solving
- Creative tradeoffs
- Conflict to be resolved

# Negotiating Phases



# Categories to Negotiate



Pay (e.g., salary, benefits, moving expenses)



Role (e.g., title, scope of work/authority, training)



Workload (e.g., schedule, location, travel)



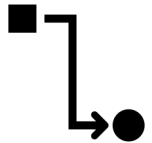
# Research on Ambiguity



Who



What



How

\*\*Ambiguity  
breeds bias

# Utilizing Networks



Information



Advice



Social Support



Advocacy

# Types of Career Negotiations



## Asking

Requests for standard opportunities or rewards

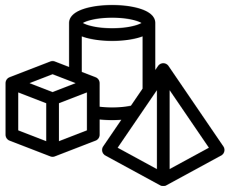
*Explain why request or proposal fits with existing practice/norms*



## Bending

Attempts to create exceptional personal arrangements

*Explain why deviation from norm is justified or affordable in this case*



## Shaping

Proposals to create novel organizational practices or roles

*Explain benefits to goals of group and why you should do/lead work*

# Making the Pitch



Timing



Context



Framing

# Making the Pitch

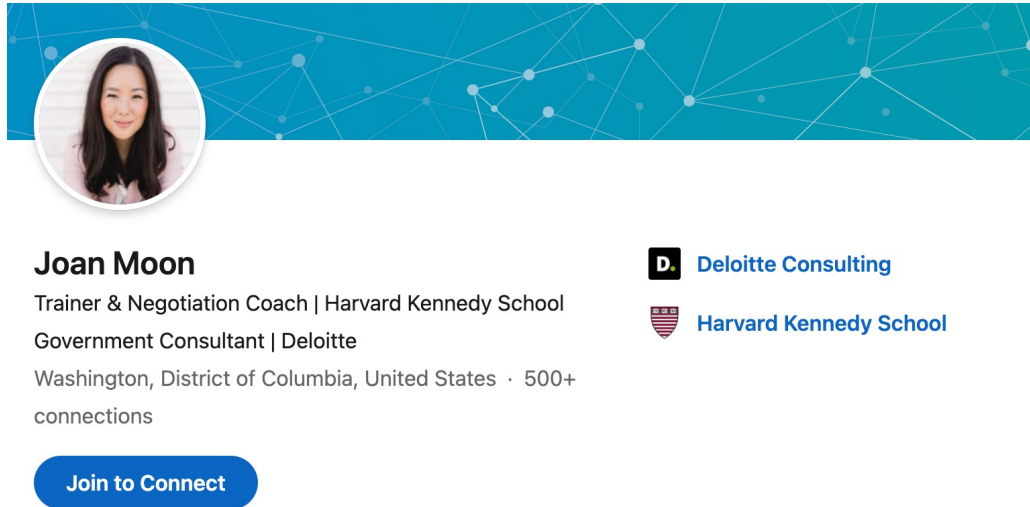


**Legitimate** - Appropriate or justified under the circumstances

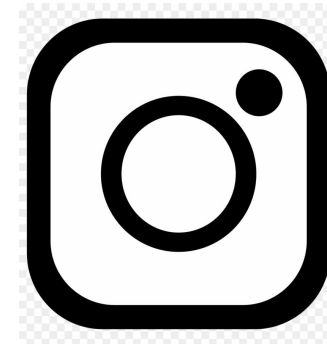


**Win-Wins** – In the best interest of the negotiating counterpart or the organization

# Let's Connect



Joan Moon on LinkedIn



Instagram: @MoonNegotiation