Language and Negotiation

Advocacy & Connection

Cycle of Connection

How are you feeling? About yourself? About the Others?

What brought you here?

What is your story? How do you explain what is happening?

What do you think the other person's story is?

What is the other person probably feeling?

How would he or she explain the situation?

How would you react given those feelings?

What would you do if your position were reversed?

Common Mistakes Women Make at Advocacy Stage of Negotiation

1. Opportunities for negotiation go unrecognized
2. “Being ‘pushy’ is not my style”.
3. Seeing only own weaknesses
4. Bargaining self down due to prior expectation of losing
5. Making sure everyone is happy.
Four Steps to Developing Successful Advocacy

1. Take stock: what do you bring to the table & where are you vulnerable
2. Gather as many facts as possible so can set and stick to an agenda
3. Develop alternatives (BATNA)
4. Get fresh perspectives

Developing Strategic Moves

• Give reason for other person to negotiate: carrot or stick
• Step up the threat: indicate that status quo can not continue
• Establish your authority
• Enlist support
• Exert control over the process

Countering Strategic Moves by Others

• Interrupt the move (take a break)
• Name the move
• Correct the move (supply a legitimate motive; counter a stereotype)
• Divert the move (substitute a better idea, shift from personal to problem)