Ask For What You Want

If you don’t ask, the answer is always No!

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Agenda

- What is negotiation?
- The costs of not asking
- Negotiation Everyday Activity
- Negotiation Preparation
- Successful Negotiation Activity
- Negotiation Challenge
### Negotiation Activity

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<th>APPROACH</th>
<th>The Result</th>
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<td>Convince</td>
<td>You Win ~ They Lose</td>
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<td>Capitulate</td>
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<td>Compromise</td>
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<td>Collaborate</td>
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What Is Negotiation?

Negotiation is problem solving

- Is there an alternative solution that can benefit both of us?

- “Men initiate negotiations to advance their own interests about four times as frequently as women do.”

The Costs Of Not Asking

- Male – 30 yrs
- MBA new graduate

$100,000 offer – negotiates
$115,000

- Female – 30 yrs
- MBA new graduate

$100,000 offer - accepted

3%

$15,000 deposited in 3% interest account
65 yrs - $1,519,486

Over $1.5 million more than you have

- Linda Babcock & Sara Laschever, Ask For It, 2008.
We Negotiate Everyday...

- Received an offer
- Yearly review
- Contract
- Purchasing a home/car
- Discounts
- Hours
- Who picks up/drops off
- Chores
- Time Off
- Vacation
- Restaurant
- Movie
Negotiation Preparation

Why?
- Why are you asking?
- How will the solution benefit your team and/or organization?

How?
- How am I asking?
- Am I bundling my requests with benefits?
- Am I using “if/then statements?”

For Whom?
- Who will benefit if I achieve desired result?
- How does my ask represent the interest of my family, group, and/or cause?
- How does my ask benefit my counterpart?
What’s Your Goal?

- **What are your alternatives?**
  - What do you have “in hand” in case a new agreement is not reached?

- **What is your reservation?**
  - What’s your bottom line and are you better off?

- **What is your aspiration for the deal?**
  - What is your realistic view of the best possible outcome?
  - Aim high with supportive arguments and facts
Achieving Successful Negotiation

**Assess**
- Do benefits outweigh the costs?
- Do I have influence?
- What price am I willing to pay to avoid negotiating?

**Prepare, Prepare, Prepare**
- What are my interests in this negotiation?
- What are the interests of my counterpart?

**Ask Strategically**
- Can you explain how you arrived at that solution?
- What is keeping us from coming to an agreement?
- How can we move forward?
- Share information and listen to their perspective
Achieving Successful Negotiation

- **Use Silence**
  - Get more information from your counterpart
  - Listen for their position

- **Look for Mutual Gains**
  - How can we make this mutually beneficial?

- **Presentation**
  - What are the issues and solutions?
  - What are the results you can deliver?
  - Use “if/then” statements
BATNA, or the Best Alternative To a Negotiated Agreement. Understanding the alternative to a negotiated settlement allows the parties to manage more effectively differences in power and to understand that they are negotiating to produce something better than that alternative.
Ask for what you want!

Give other people the opportunity to say "yes".

Stop saying "no" for them.

Roger Ellerton
Author "Win-Win Influence"
renewal.ca
Change yourself, change the world

We believe in the inherent generosity of others and aim to ignite that spirit of service. Through our small, collective acts, we hope to transform ourselves and the world.
Recommended Reading

Ask For It by Linda Babcock and Sara Laschever. A book on how women can use the power of negotiation to get what they really want.

Getting to Yes by Fisher and Ury. A classic book on the Harvard negotiation approach. The authors call it “A straightforward, universally applicable method for negotiating personal and professional disputes without getting taken – and without getting angry.”

Negotiating Rationally by Bazerman and Neale. A book that identifies the common errors that negotiators can make, and gives good advice on how to avoid them.
Thank You!