NEGOTIATION FOR ENGINEERING PROFESSIONALS

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About Me – Michelle Lawrence

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Women vs. Men

Women have systematically lower expectations than their male counterparts.

Women are concerned about the reputational risks of negotiating.

Women outperform men in representational negotiations.
Ideas before we get started.

1. Do not apologize

2. Know what you are worth

3. You do not have to negotiate like a man

4. Be confident
“I failed as a negotiator because I gave up early. I didn’t want to keep fighting over millions of dollars that, frankly, due to two franchises, I don’t need.”

– Jennifer Lawrence
Tip #1: Change your Assumptions

In the Win-Win scenario, both parties gain *more* than they would otherwise have gained.
Tip #1 : Change your Assumptions

NEED A STORY FROM ONE OF OUR JOBS
Tip #2 : Focus on Interests

What do I want?
And
Why do I want it?
Activity

Partner up in teams of two people.
Pick who will be team member 1 and team member 2.

Listen to the scenario.

Write down your answers.
Share and discuss.
Tip #3 : Know and Beat your BATNA

BATNA = Best Alternative to a Negotiated Agreement
Tip #4: Use Criteria

Research your value, reference external sources

Use your own accomplishments, no comparisons

Try referencing someone else’s perspective
Negotiation Tips

1. Change your assumptions
2. Focus on Interests
3. Know your BATNA
4. Use Criteria
Salary Negotiation Tips

1. Heighten expectation
2. Know what you are worth
3. Be positive not pessimistic
4. Take a collaborative approach
5. Negotiate like a woman not like a man
6. Role play before you ask
7. Set higher goals
Questions?
Thank you

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