



Being a Powerful Negotiator:

*How to know what you want &
get what you deserve*

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Objectives

- What are the **personal consequences** of not negotiating?
- How do you **identify** your own **negotiation goals**?
- **How** do you negotiate for what you want?

Problem: The Pay Gap

- For every \$1.00 that men earn, on average:
 - Women earn \$0.77 → **23% pay gap!**
 - African American women earns \$0.69.
 - Latina earn \$0.57.



Problem: The Pay Gap

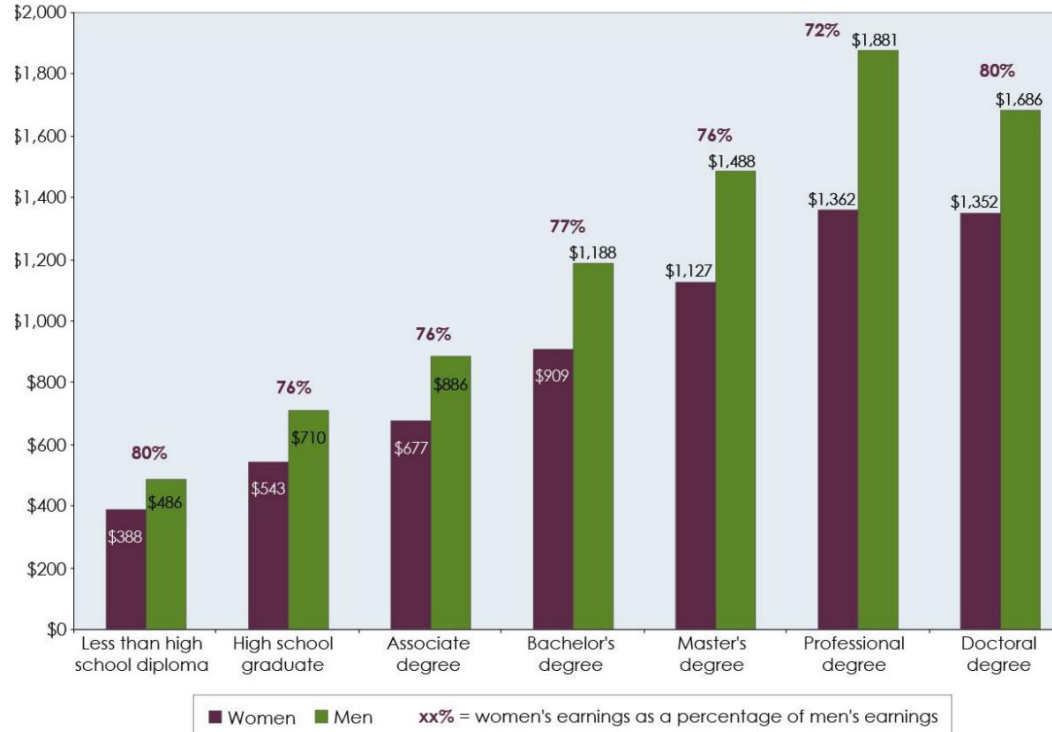
- A woman college graduate will earn approximately **\$1 million less** than the man standing next to her who receives the same degree at the same time.



Why is there this discrepancy?

Level of education: Not the issue

Median Weekly Earnings by Level of Education & Gender (2010)



Accumulation of Disadvantage

- Sociologists call the exponential transformation of small disparities into dramatic differences the **accumulation of disadvantage**.
- Consider additional wealth tied to:
 - Bonuses
 - Stock options
 - Pensions
 - Negotiating additional promotions
- **And yet....women don't ask.**

Women's Rationale for Not Negotiating

- “I am so grateful for what the situation I’m in.”
- “Why should I ask for a better situation? I’m fine now!”
- “Maybe they’ve got more _____ than me. I can’t do it!”
- [Lack of confidence from an early age?](#)
- [Societal pressures as an adult?](#)

The Tiara Syndrome

- Women work hard in the **HOPES** that someone will put a “tiara” on their heads in recognition of their good work.
- **HOPE** is not a strategy.



What have others done?

Efforts to Decrease Pay Gap in France

BUSINESS NEWS MARCH 7, 2018 / 12:35 PM / UPDATED 19 HOURS AGO

France to fine companies if gender pay gaps not erased

Reuters Staff

2 MIN READ

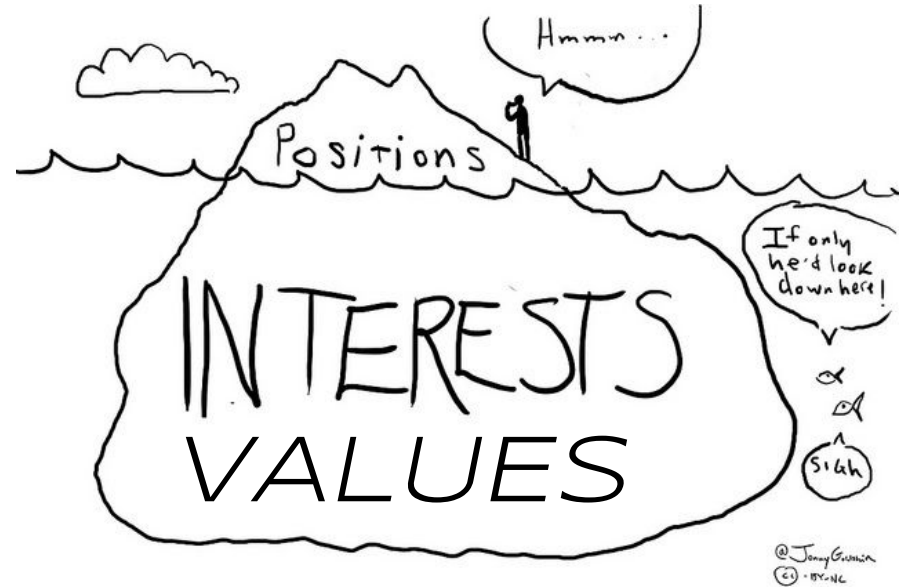


PARIS (Reuters) - French companies will have three years to erase their gender pay gaps or face possible fines under plans presented by Prime Minister Edouard Philippe on Wednesday to unions and employers.

What can YOU do?

First, know thyself.

- What do you **need**?
- What do you **want**?
- What's **important** to you?
- What are your **goals**?



Negotiating 101

1. Set *goals*.
2. Identify *possible agreements & outcomes*.
3. Anticipate *challenges*.
4. Determine your “**best alternative(s) to a negotiated agreement**” (BATNA).
 - a. Despite repeated attempts and limited/no progress, what are you willing to walk away with?
5. *Practice!*

Negotiation Quad Chart Activity

Goals	Possible Agreements & Outcomes
Challenges	Best Alternative(s) to a Negotiated Agreement

Tips for Negotiation: Logistics

- What **timing** works best to talk?
 - Check online, with administrative assistants, by email, or in-person.
 - Use your and their block of time efficiently.
- **Where** should we talk?
 - Private, quiet space is best.
- What should I **bring** with me?
 - Provide **notes** for everyone participating in negotiation.

Tips for Negotiations: Process

1. **Separate** the conflict from the person.
2. Use the **ABC** (Always Be Compassionate) Rule.
3. Ask **open-ended questions** (What? How?) and listen to what they say to make the other person feel valued and respected.
4. Choose **solution-infused words** (not limiters) to express your thoughts and ideas.

Tips for Negotiations: Language

Limiters	Solution-infused
I should, I might	I choose, I want
I need to	It's important to me, I'm choosing to
I have to	I want to, I'm choosing to
I can't	I'm not willing to, I choose not to
Always, never	Sometimes, often, seldom, rarely
I must	I choose, I want, I desire
But	And
I'll try to, I'm trying to	I intend to. My intention is to, I'm aiming for/to
Maybe	Yes, I will or No, I won't
I think	I know or I don't know; I'm wondering if/how; Let's brainstorm what we might do to
I think you	I imagine you might
You should	How about, what do you think about, how do you feel about, what would you like

Negotiation Role Play

- Cases:
 - A: Negotiating a *salary*
 - B: Negotiating with *supervisor*
 - C: Negotiating with *students*
 - D: Negotiating with *colleagues*

- Groups of 2:
 - Negotiator #1
 - Negotiator #2

Negotiation Role Play

- Group activity:
 - 5 minutes: Read over case & assign roles.
 - 10 minutes: Brainstorm using quad chart.
 - 10 minutes: Practice negotiation tips for logistics, process, and choice of language.
 - 10 minutes: Debrief in pairs.
 - 10 minutes: Summarize with entire group.

Thank You!

Books:

- Linda Babcock & Sara Laschever's *Women Don't Ask*
- Lee E. Miller & Jessica Miller's *A Woman's Guide to Successful Negotiating*

Websites:

- <http://www.womendontask.com>
- <http://www.negotiatingwomen.com>

Want to subscribe to WomenFacultyinSTEM@csuchico.edu listserv?

- Email Monica So (mso@csuchico.edu).

Group Debrief after Role Playing Negotiation Cases

Case	What went well?	What didn't go well?	What can we do to improve?
A	N/A	Stuck on "How to respond if 15% raise is not in budget? Can we re-evaluate in 6 months?"	Erica should know contract (7.5%=minimum increase), situation, & information. Have compassion about budget. CFA can re-examine budget. Don't lay all cards on table. Book next meeting on calendar, & have this in writing.
B	Good negotiation role play. Both understand what each party was offering.	Not being as prepared.	Don't ask for full amount. Be more prepared. Talk about priorities and re-evaluate.

Group Debrief after Role Playing Negotiation Cases

Case	What went well?	What didn't go well?	What can we do to improve?
C	"Professor" was compassionate (are you ok?), which relieved "student", and asked Qs like "Addressing this now or later?"	Not knowing what to do if dealing with male colleague in front of a student. See Case D.	Be prepared for unexpected requests and comments as a "young" professor (e.g. no subject or salutation in an email); provide online resources for students to respond to emails.
D	Good idea to role play (e.g. "Mark" was a stereotypical belligerent male from the 80s).	"Mark" didn't listen to "Mary".	Need more communication in the future before going into department meetings. Show team effort. Model others who we admire.