

APA

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Negotiating Strategies for New Roles and Responsibilities

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Today's agenda

- Define different phases of the negotiation process
- Review strategies to include in the negotiation process
- How to use mentors effectively in negotiation

Objectives

- In this module, participants will:
 - List at least three effective strategies for negotiating position, salary, and resources.
 - Describe how to access information about comparable salaries.

Core Questions

- This module will answer:
 - What strategies can be used to help ensure a successful negotiation?
 - What resources would be helpful/necessary to prepare for your negotiation?
 - How can you effectively use mentoring when negotiating?

Poll

What stage of career are you in?

- A. Graduate student/on internship
- B. Post-doctoral fellow
- C. Early career professional (<10 years since doctorate)
- D. Mid-career professional (10-20 years since doctorate)
- E. Senior professional (20+ years since doctorate)

Live viewers: Submit your answer now. We'll share results in a moment.

Poll

How many jobs have you negotiated?

- A. 0
- B. 1
- C. 2
- D. 3
- E. 4+

Live viewers: Submit your answer now. We'll share results in a moment.

Poll

If you've negotiated a position before, did you feel your negotiation(s) was successful?

A. Yes

B. No

Live viewers: Submit your answer now. We'll share results in a moment.

Negotiation

- How would you define it?
- 3 phases

Keys for success

- Do your homework: know the bigger picture.
- Plan your strategy: know your objectives and your bottom line.
- Establish rapport: respect for the other party.
- Frame as a joint search for a solution.
- Practice confidence in presenting your case.
- Compromise with credibility and legitimacy.
- Be patient.

Negotiation Strategies

- Explain the *why* before the *what*.

How much salary?

- APA Salary Surveys
- AAUP/Inside Higher Ed
- AAMC Salary Surveys
- Public/State University databases
- Local experts
- Ask trusted peers

Negotiation Strategies

- Begin by aiming high
 - Easier to lose ground than gain

Negotiation Strategies

- Unbundle the items to be negotiated.

Poll

Which benefits are the most difficult for you to advocate for?

- A. Salary
- B. Other compensation
- C. Personnel
- D. Quality of life “perks”
- E. Space

Live viewers: Submit your answer now. We'll share results in a moment.

Negotiation Strategies

- Ask open-ended questions.
 - *What would happen if we...?*
 - *What is your biggest concern with...?*

Negotiation Strategies

- Always get agreement in writing!

Post-Interview Assessment

- What additional preparation would have helped me?
- Did I listen enough and hear what was being said/not said?
- Did I paraphrase statements from the other party to clarify key points?
- Were options explored sufficiently?
- How much did the outcome meet each party's real needs?

Using Mentorship Effectively

- Different mentors for different needs
- What strategies or skills are you needing help with?
- Who has modeled the skills you want to work on?

Resources and References

- Christophersen, E., & Butt, Z. (2012). Introducing a primer for career development and promotion: Succeeding as a psychologist in an academic health center. *Journal of Clinical Psychology in Medical Settings*, 19, 349-352.
- Fisher, R., Ury, W.L., Patton, B. (2011). Getting to yes: Negotiating agreement without giving in. NY: Penguin Books, Updated rev. edition.
- Kolb, D. & Porter, J. (2015). Negotiating at work: Turn small wins into big gains. NY: Jossey-Bass.

Practice Today's Lessons

1. Think about your next career goal, which may be a promotion, system change, or something else.

- What is/are your relationship/values to money & work?
- What is your greatest fear?
- How will you confront it?

2. Choose a trusted colleague with whom you can practice your “ask”.

Questions & Answers

We will answer a handful of questions today. Some additional questions will be responded to in the Academy's Facebook learning community.

Stay Tuned

Next session: December 15, 2020 at 2pm ET

Title: Financial Leadership with Unstable Budgets and Resources

Faculty: Michelle Laino