

# Negotiation Skills

Spring Women in Medicine Conference (SWIMC)

Zucker School of Medicine at Hofstra/Northwell

# Welcome!

- Have you ever negotiated a contract?
- How did it go?
- What was easy? Hard?

# Why focus on negotiation skills?

- Previous research suggests that women as compared with men display a lower propensity to initiate negotiations and negotiate less competitively (Eriksson & Sandberg 2012).
- According to the meta-analysis by Stuhlmacher and Walters (1999), women also tend to achieve worse economic outcomes through negotiation.

# What can be negotiated in job talks?

- Salary
  - Base/Incentive
  - Guarantee
- Academic appointment
- Benefits
  - Retirement matching, flex spending
- Call responsibilities
- CME allowance (time and financial support)
- Professional expenses
  - Licensure/Exams
- Protected time
  - Research
  - Teaching
  - Admin
- Relocation expenses
- Signing bonuses
- Support staff
- Title
- Vacation time

# Know your value – and the needs

- Identify what skills you bring to the table and set you apart
- Consider if you fill any unmet needs at the organization
- Research typical base pay for your position at similar institutions - use your network!
- Consider your priorities – what is most important to you?
  - Salary
  - Vacation time
  - Teaching time
  - Assistants/Support staff
  - Office space
  - Research space
  - Other

# Negotiation Styles

- Positional Negotiation:
  - Focuses on a specific viewpoint
  - Not willing to engage in discussion that does not focus on the negotiator's single goal/position
- Principled Negotiation:
  - Stresses a give and take approach
  - Uses appreciative inquiry
  - Reflective listening
  - Identifies and discusses mutual goals

# Principled Negotiation Microskills

- Appreciative Inquiry:
  - Try to understand your negotiation partner's rationale, interests
  - What are they looking for in a candidate?
  - What needs are they looking to fill?
- Reflective Listening:
  - It sounds like you are looking for ...
- Identify Options for Mutual Agreement
  - Synthesize what you heard from the interviewer, suggest alternatives or solutions that meet both your needs and the needs of the interviewer
- Obtain agreement to talk again

# Identify your BATNA

- BATNA: Best alternative to negotiated agreement
  - A backup plan if negotiation is failing
  - Often refer to other employment prospects (must be ones you are willing to pursue)
  - Typically, the stronger your BATNA is the better
  - These set the minimum standard for a position being negotiated



# Negotiation Tips

- Constantly revisit your priorities
- Keep an ordered list of what is most important to you
- Network, network, network
- Find mentors locally and nationally (they can be your advocates and your reality check!)
- Consult a lawyer once your contract is written
- Attend conferences (like this one!)
- Join professional societies focused on your specialty (network!)
  - SGIM, SHM, ACP, etc

**Thoughts?**

# Role Play

- Groups of 2
- 5 minutes on Option A
  - (Will give you a 2 minute warning)
- Switch roles
- 5 minutes on Option B
- Debrief

# Role Play

- Remember Contract Negotiation Microskills:
- Appreciative Inquiry:
  - Try to understand your negotiation partner's rationale, interests
  - What are they looking for in a candidate?
  - What needs are they looking to fill?
- Reflective Listening:
  - It sounds like you are looking for ...
- Identify Options for Mutual Agreement
  - Synthesize what you heard from the interviewer, suggest alternatives or solutions that meet both your needs and the needs of the interviewer
- Obtain agreement to talk again

# Debrief

# References

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