

Win-Win Negotiation

Not all employers are open to negotiation, but many are. Think of it as customizing the job not only for your benefit, but also for the benefit of the employer. Explore collaboration with the employer about how you can both get what you want and experience winning together.

Compare the first three common negotiation approaches to the better choice of collaboration.

NOT They win, you lose	NOT You win, they lose	NOT Compromise, where each of you gets half	BUT Collaborate for a win-win
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Consider these steps to increase collaboration and a win-win by:

- Establishing your value first.
- Learning what things are most important to the employer.
- Highlighting results from what you do best that meets their needs.
- Doing your homework using salary/wage research tools.
- Knowing what you need in salary/wages and benefits.
- Discussing mutual interests, not positions.
- Focusing on WE, not just ME.

In this example, identify problem areas for solutions:

Salary or wage is not high enough. Perhaps the employer will let you work fewer hours for the same pay. Maybe you can be hired as a contractor with higher rates of pay, versus working as an employee. Perhaps the employer can pay for parking expenses, commuting, use of a phone, etc. Look for compensation or benefits that cost them little, but the value would be great for you.