

The Art of Negotiation: Getting what you need!

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Department of
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National Institute
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The Farm Labor Dashboard

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NORTHEAST
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WHY NEGOTIATION?



GOALS

- Learn the importance of negotiation
- Understand best practices
- Have a framework for preparation
- Evaluate the outcome
- Week 1/Part 1 – Exploring the basics
- Week 2/Part 2 – Applying the tools



“EVERYTHING IS NEGOTIABLE...”



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“...BUT NOT EVERYTHING IS *WORTH* NEGOTIATING.”



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NEGOTIATION: A PROCESS OF LOOKING FOR A SOLUTION BETWEEN TWO (OR MORE) PARTIES WITH OPPOSING VIEWS.



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NEGOTIATION STRATEGIES – 4 POSSIBLE OUTCOMES

- Win – Lose
- Lose – Win
- Lose – Lose
- Win – Win (aka
Compromise)



NEGOTIATION FRAMEWORK

Relationship	Issue	
	HIGH/HIGH	HIGH/LOW
	Bring your "A" game	Lose - Win
	LOW/HIGH	LOW/LOW
	Win - Lose	Why bother?



SHOULD I NEGOTIATE?

- Strong passion for movement on the issue
- Room for improvement
- It will increase confidence
- Evidence indicates current situation is out-of-balance
- Lots to gain; Little to lose

- It's not worth the effort/energy
- There is little room for change
- It would increase my vulnerability
- It would jeopardize a valued relationship
- Lots to lose; Little to gain



PREPARATION IS *EVERYTHING*

About You

- What's my ideal endpoint?
- Where am I willing to settle?
- Am I prepared to walk away?

About the Other Party

- What are the opposing values?
- Where is there agreement?
- Where do you think they want to end up?
- Where do you think they'd be willing to settle?



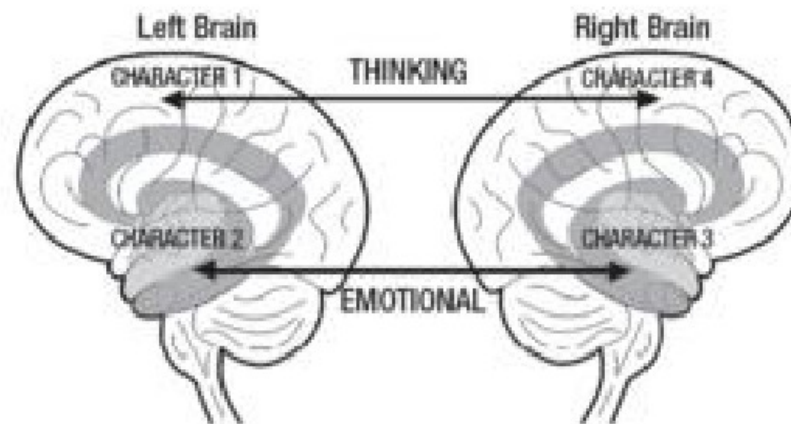
WHAT ARE THE SOCIAL/CULTURAL NORMS THAT I NEED TO BE AWARE OF?



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THE HUMAN BRAIN

FOUR CHARACTERS



Source: **Whole Brain Living**: the anatomy of choice and the four characters that drive our life. Jill Bolte Taylor, Ph.D. (2021)

WHAT EMOTIONAL THINKERS BRING TO NEGOTIATION

- Compassion & empathy
- Values-centered
- Listening skills
- Curiosity
- Win/Win or Compromise orientation



WHERE DO EMOTIONAL THINKERS NEED PRACTICE?

- Confidence!
- Being willing to walk away
- Authoritative communication
- Not escalating into anger
- Not waffling



4 PRINCIPLES FOR SUCCESS

- Separate the person from the issue
- Negotiate not from position but from interest/need
- Develop criteria that any acceptable solution must satisfy (both sides)
- Explore 2-3 options to choose from



SUCCESS TIPS

- When you get to “yes” – stop talking
- Be respectful
- Focus on the common ground
- Know what you want (and what you don’t want) before you go in

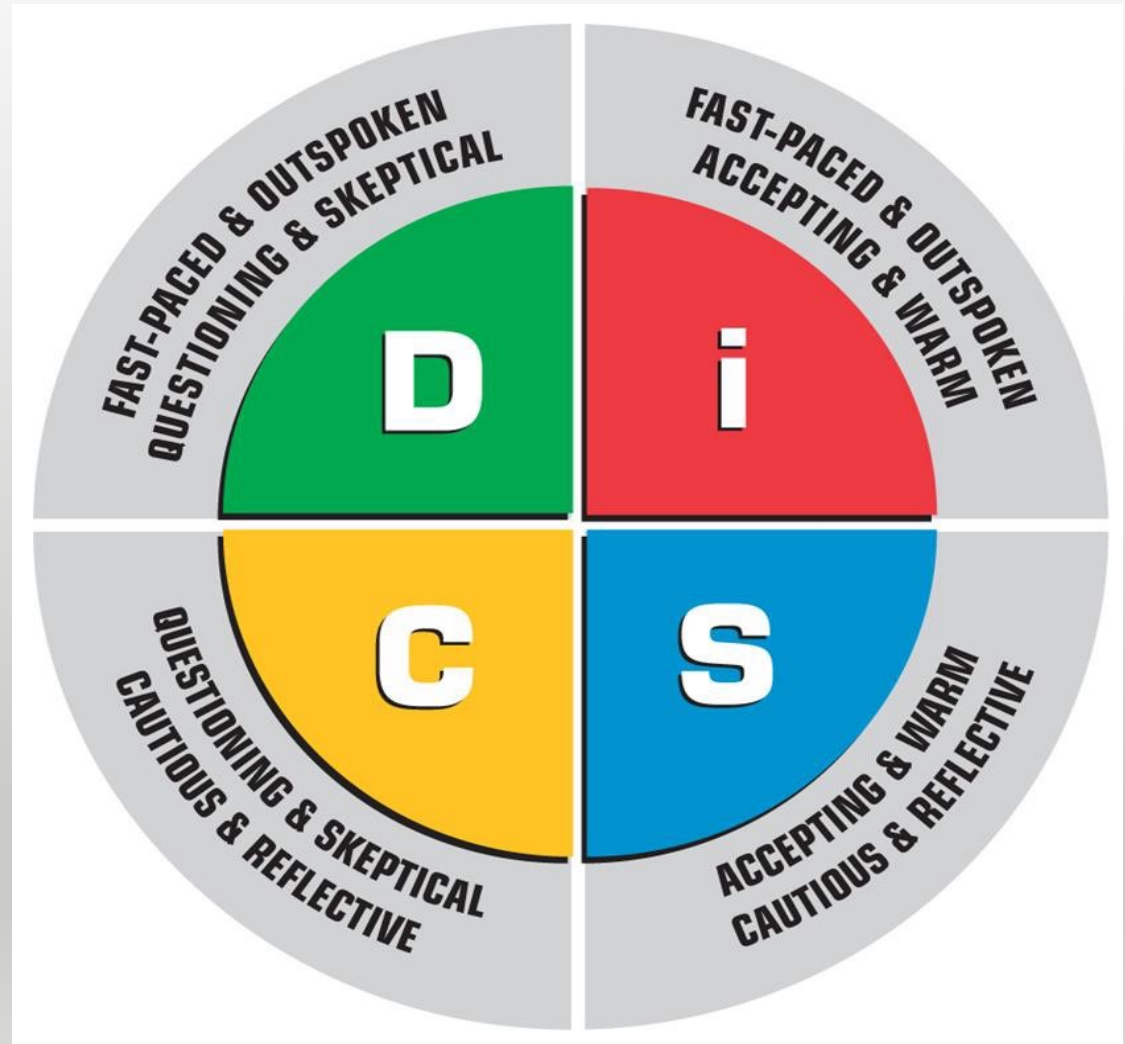


COMMON TRAPS TO AVOID

- Never negotiate against yourself
- Don't fall for the 'hurry up and sign' tactic
- Don't negotiate with someone that doesn't have decision-making authority
- Trust your gut!
- Avoid buyers' remorse
- "but it's great _____ for you/your business"



Negotiation and DiSC Workplace Preferences



THE WORKSHEET IS DESIGNED TO HELP YOU PREPARE...



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