How Gender Impacts Negotiations and What We Should All Do About It

1. Do you generally think of yourself as a negotiator? Why or why not?

2. What are your strengths as a negotiator? Share a few specifics (e.g. building strong relationships, relying on objective criteria, initiating the conversation).

3. Upon reflection, can you identify opportunities to negotiate that you might have missed (e.g. a raise or promotion, fees with a vendor, chores at home)?

4. Who has sponsored you in your career? What did they do to sponsor you?

5. What women at your organization can you sponsor? What specifically would that look like? Consider crafting an action plan for yourself.

6. What upcoming opportunities for negotiation do you have in your professional life? How could you think of yourself as an agent in those conversations? How could you frame the conversations so that the other person sees you as an agent?

7. Who does the majority of the housework in your home? Would it make sense to shift some of those responsibilitites? Why or why not?

8. Who does the majority of emotional labor in your home (e.g. scheduling doctor's appointments, sending thank-you cards, buying presents, making social plans)? Would it make sense to shift some of those responsibilitites? Why or why not?

9. How could your organization make its hiring negotiations more fair and unbiased?

10. Identify an upcoming negotiation you will tackle soon. How will you gather objective criteria? How can you obtain data from men and women?

Summary – Strategies for Individual Women

1. Gather objective criteria
2. Time requests carefully
3. Frame yourself as an agent
4. Borrow credibility
5. Rally sponsors
6. Integrate your identity
7. Frame your negotiation skills as a strength

Summary – Strategies for Everyone

1. Change your hiring practices
2. Increase transparency
3. Be a sponsor
4. Share the housework
5. Question your assumptions