

# Negotiating

## *Mid + Early Labs/Industry*

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# Negotiation

## Dictionary definition

- A formal discussion between people aimed at reaching an agreement

## In practice

- Usually involves two parties, sometimes more
- Agreement on compensation, work logistics, resources, work assignments, responsibilities, research direction

## What works best

- Find win-win for all parties

# Example Negotiation Topics

## Career progression

- Salary
- Promotion

## Working environment

- Tasks
- Colleagues
- Schedules
- Collaborators

## Resources

- Funding
- Personnel
- Space
- Travel

## Social

- Meals
- Activities



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# 4 Steps to Negotiation

- Preparation
- Authentic Engagement
- Clarity
- Closure



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# Preparation

- Know your fit
- Know your org dynamics
- Leverage mentors
- Know who you are negotiating with
- Know your value
- Know the value to the organization



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# Clarity

- Determine and know what you need
- Know your BATNA - Best Alternative to a Negotiated Agreement
- Prioritize and limit negotiation areas



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# Authentic Engagement

- Be sincere
- Be direct
- Opportunity for relationship building
- Don't burn bridges



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# Closure

- Reiterate your value
- Establish next steps
- Reiterate your sincerity



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## Exercise 1

Read the paper  
describing your  
situation

Negotiate with your  
partner (10 min)

Results discussion

## Exercise 2

Read the paper

Negotiate with your team (10  
min)

Results discussion



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