

**IMPACT**

confidence ▶ safety ▶ empowerment

# NEGOTIATING IN RELATIONSHIPS

***WELCOME!***

The class will get started soon.

While your waiting, feel free to use the chat box to tell us where you're from and how you found us!

# CLASS SETUP

- We will be muting everyone to reduce background noise.
- If you have a question or a comment, please use the chat box. We will also use the chat box for group discussion throughout the class.
- We will be sharing a link to a feedback form at the end of the class

# ABOUT IMPACT

- IMPACT works to prevent violence and abuse by giving people the tools to protect their safety and advocate for healthy relationships and sexual respect in their communities and society.



*What is a negotiation?*

# NEGOTIATION

- A negotiation is a discussion aimed at reaching an agreement.
- The goal is to find a compromise or agreement that satisfies both parties.
- Negotiation is based on fairness, mutual benefit, and maintaining the relationship



**Compromise:** an agreement that is reached by each side making concessions.

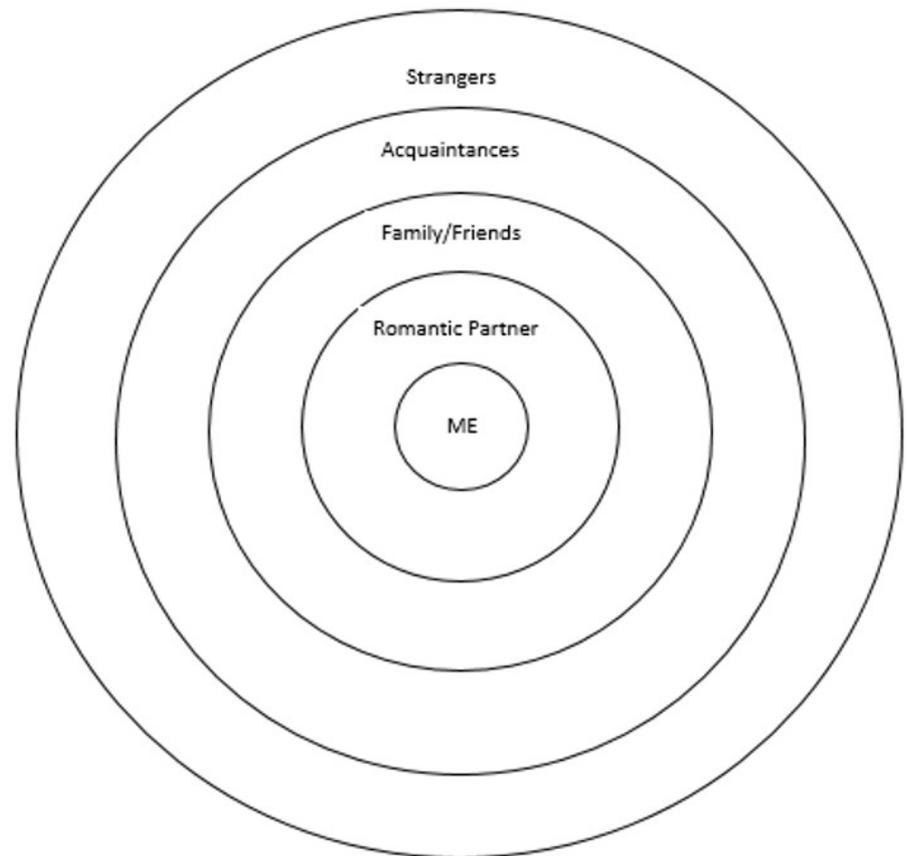
*Ex) I want Indian food (you hate it), you want BBQ (I'm vegetarian) – let's just get Japanese food.*

**Quid Pro Quo:** something given or received in exchange for something else

*Ex) You can pick the movie if I can pick the restaurant.*

# CIRCLE OF RELATIONSHIPS

Negotiations will feel different based on your relationship with the person, but the steps are the same.



## NEGOTIATION EXAMPLES

Share an example of a time you were involved in a negotiation.

What were you negotiating?

Who were you negotiating with?

# NEGOTIATION EXAMPLES

## Strangers:

- How much to pay for something

## Friends:

- What restaurant to go to
- Activities/outings
- Where to go on vacation

## Co-workers/Boss

- Pay
- Division of work
- Sharing space

## Spouse/Partner:

- Finances
- House chores
- Where to spend holidays
- What to watch on TV
- Sharing a car

## Family:

- Who hosts get-togethers
- Caring for aging parents
- Holidays

# NEGOTIATION STEPS

1. What needs to be negotiated?
2. What is your history with this person?
3. What do you WANT? (your ideal outcome)
4. What are you UNWILLING to accept? (your bottom line)
5. What are you WILLING to accept? (the compromise)

Always lead with your ideal! If you start with your compromise, there is no room to negotiate.



## **Example:** I need to ask my boss for a pay raise

1. **What needs to be negotiated?** Pay raise
2. **History:** My boss and I have a good relationship; I have worked there for a few years without an increase
3. **My ideal:** I want a \$2.00/hr raise
4. **My bottom line:** I am unwilling to accept no raise at all
5. **Compromise:** She can't give me \$2.00 more an hour, but can do \$1.00 more an hour

# NONVERBAL COMMUNICATION

- Nonverbal communication plays a big role in any conversation. Before focusing on our words, people often pay attention to:
  - Tone of voice
  - Body language
    - How we are sitting or standing
    - Gestures/fidgeting
    - Facial expressions
- In order to negotiate effectively it's important that our words, tone of voice, and body language are in sync.

# NONVERBAL COMMUNICATION

- Tone of voice
  - Calm
  - Assertive
- Body Language
  - Shoulders back, head up
  - Turned towards the other person, looking at them
  - Limit fidgeting/gesturing and maintain neutral facial expression

# KEEP IN MIND...

- Negotiating can be stressful!
- An important part of communicating effectively is managing your own stress response.

# WHAT IS ADRENALINE?

- Adrenaline is a stress hormone produced in the body when there is a perceived threat or danger (the threat may be psychological).
- Adrenaline triggers the body's fight / flight / freeze response

# HOW ADRENALINE AFFECTS YOUR BODY

- Heart beats faster to push blood to organs and muscles
  - May feel heart racing
  - Limbs may be shaky, or feel cold or hot
- Airways in the lungs expand to draw in as much oxygen as possible with every breath
  - May experience shorter, faster breath
- People often feel dizzy, lightheaded, or jittery

# ADRENALINE MANAGEMENT TOOLS

- Deep breathing
- Visualization
- Tapping
- Points of contact



# Negotiation Demonstrations

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