If you were negotiating with your boss for a promotion, which suggestions from the Learning Activity titled “Negotiations in Transactions and Conflicts” would you use and why? Next, what advice might you give someone who has made one of the common mistakes in negotiations listed in the reading? Provide an example from the reading for when mediation might be necessary for both parties to reach a solution.

If you were negotiating with your boss for a promotion, which suggestions from the Learning Activity titled “Negotiations in Transactions and Conflicts” would you use and why?   
A review of the negotiation problems are.

1. Failing to Negotiate/Accepting the First Offer  
    Research shows that this negotiation avoidance is especially prevalent among women.  For example, one study looked at students from Carnegie-Mellon who were getting their first job after earning a master’s degree. The study found that only 7% of the women negotiated their offer, while men negotiated 57% of the time (CNN, 2003).  The good news is that it appears that it is possible to increase negotiation efforts and confidence by training people to use effective negotiation skills (Stevens, Bavetta, & Gist, 1993).

2. Letting Your Ego Get in the Way  
    People from the United States tend to fall into a self-serving bias in which they overinflate their worth and discount the worth of others.   
Remember that a good business relationship can only be created and maintained if both parties get a fair deal.

3. Having Unrealistic Expectations  
    Those who set unreasonable expectations are more likely to fail.  
Make clear expectations at the beginning with goals large enough to encompass both sides

4. Getting Overly Emotional  
    Showing anger only helps if you're in a perceivable more powerful position words such as despise, disgusted, furious, and hate were related to a reduced chance of reaching an agreement (Brett et al., 2007).

4. Letting Past Negative Outcomes Affect the Present.   
    Studies show that people with less successful negotiation are less successful in future talks. However, The key to remember is that there is a tendency to let the past repeat itself. Being aware of this tendency allows you to overcome it.

Some Suggestions  
Focus on the agreement first.   
Be patient.  
Whose reality?   
Deadlines.   
Be comfortable with silence.

Out of the suggestions above when negotiating for a raise, I might use Whose Reality.   
     The reality may be that the company is just unable to pay more.  Doing some homework first might alleviate this issue.  A second choice may be deadlines. I once quit a job that the firm failed to advance me at the agreed upon times in the employment contract. Unfortunately, unemployment insurance didn't recognize.

Next, what advice might you give someone who has made one of the common mistakes in negotiations listed in the reading?   
    My advice would be to talk to an impartial person with management skills before taking steps with the firm that they are with.

In providing an example from the reading for when mediation might be necessary for both parties to reach a solution is the case of;   
     Susan Podziba, a mediation expert, has helped get groups that sometimes have a       hard time seeing the other side’s point of view to open up and talk to one another.       Her work includes such groups as pro-choice and pro-life advocates, individuals           from Israel and Palestine, and fishermen and environmentalists.(Taken from Compency).

Thank you, Jeffrey, for your response to this prompt. Your approach to this post was a good one. The recapping of the negotiation challenges helped to demonstrate your understanding of the concepts covered in the text. You addressed each aspect of this prompt sufficiently and integrated concepts from the text well. As a result, I will affirm this post.