

WHAT ARE YOU NOTICING?



INTENTION?

DETOURS?

PLAN?



NEGOTIATION
LINDA SWINDLING, JD, CSP

1

HOW WELL DO YOU ...

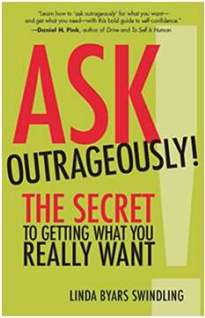
A AWARE
S SEEK
K KNOW



#SOAHR2021 ©LindaSwindling

2

ASSESSMENT



How Well Do You Ask?

How?

What?

To Upgrade

#SOAHR2021 @LindaSwindling

(1 - Never 2 - Rarely 3 - Occasionally 4 - Often 5 - Always)

Currently, when I ask I...	Score	★ ▲
Boldly request what I really want without fear or hesitation. Nothing stops or blocks me from asking.		
Make requests benefiting me with the same passion and confidence as when making requests on behalf of others.		
Know people like and respect me. They trust my motives and know I honor my word. They willingly support our agreement even if I am not present.		
Ask the right person, in the right way, and easily tailor my approach no matter whom I encounter. I am not intimidated by another's title, role, or experience.		
Know my request is appropriate, even if the request is unpopular, untried, or a new concept. I am certain the person I ask has the ability to approve my requests.		
Remain calm and in control despite others' reactions, negative behavior, or responses including no. I am fully prepared to deal with any tricks or unfair tactics.		
Regularly receive results that exceed what I wanted or thought possible. I am completely satisfied with my outcomes and confident I leave nothing on the table.		

3



Negotiation Gurus



See Page 34

Approachable

Considerate

Perceptive

Appropriate

Positive

Other Traits?

Respected

Respectful

Flexible

Adaptable

Appreciative of Others' Efforts

Genuinely Interested in Others

4

SEEK

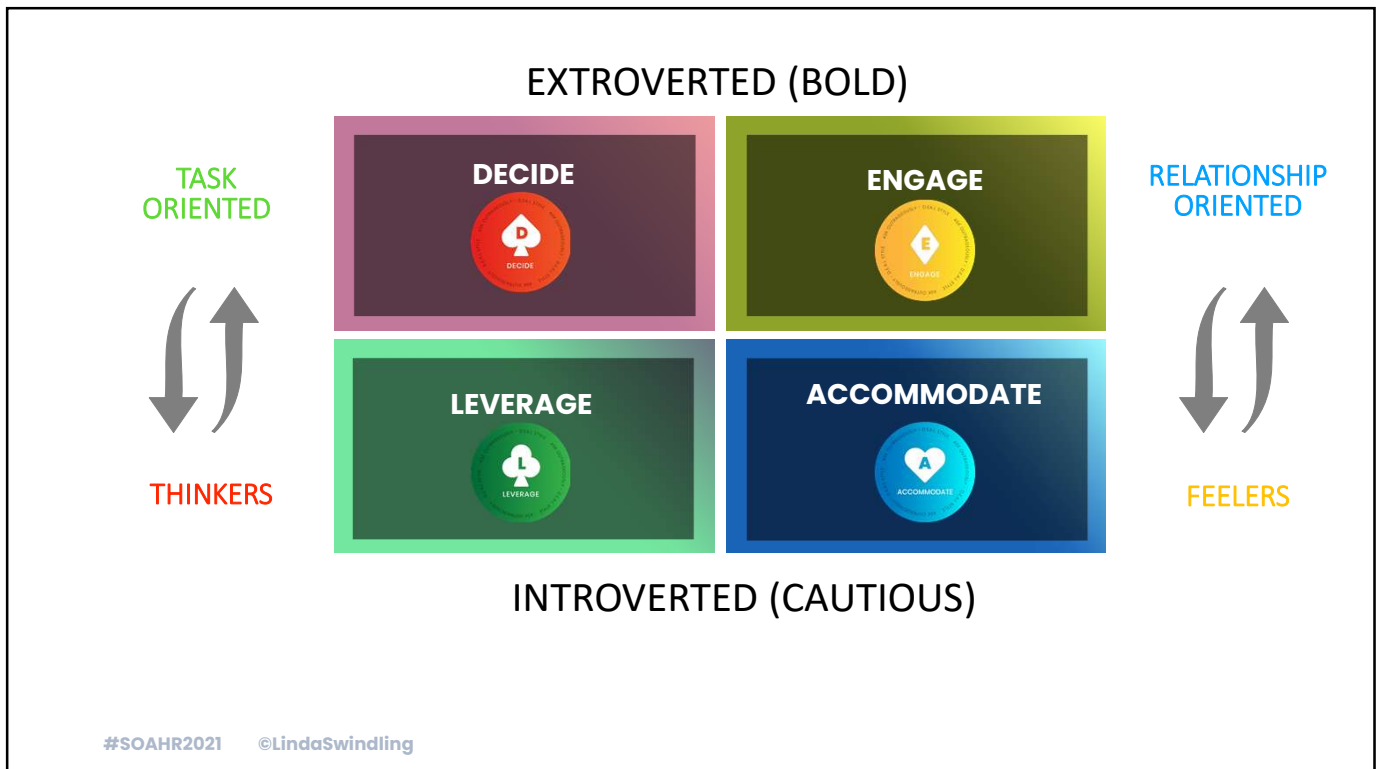


ASK LIST = 3

- OUTRAGEOUS?
- OUTRAGEOUS?
- OUTRAGEOUS?

#SOAHR2021 @LindaSwindling

5



6

<p>DECIDE <i>Don't chitchat / waste time.</i></p> <ul style="list-style-type: none"> ASK ABOUT BOTTOM LINE POLITELY CHALLENGE THINKING GIVE A FEW CHOICES, LET THEM DECIDE 	<p>ENGAGE <i>Connect before providing details.</i></p> <ul style="list-style-type: none"> ASK FOR INPUT AND CREATIVE IDEAS HELP COMMUNICATE/ENGAGE OTHERS YOU MUST FOLLOW UP
<p>LEVERAGE <i>Be efficient over engaging.</i></p> <ul style="list-style-type: none"> ASK ABOUT PROCESS, ATTEMPTS, PRACTICES ALLOW TIME TO THINK NEED DETAILS & EVIDENCE 	<p>ACCOMMODATE <i>Relate to people before profits.</i></p> <ul style="list-style-type: none"> ASK FOR INSIGHTS INTO PERSONALITY SEEK BEST WAYS TO CONNECT BE CONSIDERATE & INCLUSIVE

#SOAHR2021 @LindaSwindling

7

Opposite DEAL Preferences *May* Have Asking Barriers

<p>DECIDE <i>Find people who Accommodate:</i></p> <ul style="list-style-type: none"> WEAK, INDECISIVE, WISHY-WASHY AND EASILY MANIPULATED 	<p>ENGAGE <i>Find people who Leverage:</i></p> <ul style="list-style-type: none"> DULL, COLORLESS, BORING, TOO SERIOUS, TOO WRAPPED UP IN DETAILS
<p>LEVERAGE <i>Find people who Engage:</i></p> <ul style="list-style-type: none"> FLIGHTY, SILLY, UNFOCUSED, UNSTABLE, AND UNPREDICTABLE 	<p>ACCOMMODATE <i>Find people who Decide:</i></p> <ul style="list-style-type: none"> INTIMIDATING, PUSHY, MANIPULATIVE AND CONTROLLING

#SOAHR2021 @LindaSwindling

8

Conversation Strategies per DEAL Preference

DEAL preference correlate with commonly recognized styles of communication. Below are general descriptions that identify each DEAL preference plus popular profiles and assessments that relate. Although these profiles don't map precisely to each DEAL preference, each instrument offers extensive coaching and training resources to help you identify your preferred communication style(s) or preferences, and to develop strategies to make requests of others.

DEAL Preference	Neutral Traits	Development Areas	Related Communication Styles
DECIDE When asking remember: •No chit chat, don't waste time •Ask about bottom-line, politely challenge thinking, give a few choices, let them decide	•Extroverted Assertive Serious •Intuitive Thinkers •Task-oriented	Improve asking skills through: •Communication, patience, sensitivity, trusting others Enhance natural strengths in: •Negotiations, influence, risk taking, decision making	•Choleric /Hippocrates •Commander/CORE MAP •Red/Lumina Spark •ENT/Myers-Briggs •Director/Dominance/DiSC •Knower/BrainStyles •Red/Personal Insight Invnty •Dominance/Predictive Index
ENGAGE When asking remember: •Connect before details/facts •Ask for input and creative ideas, will help communicate & engage others, you must follow up	•Extroverted •Bold Casual Intuitive Feeling •Relationship-oriented	Improve asking skills through: •Impulse control, planning, internal validation Enhance natural strengths in: •networking, public speaking, multitasking, creativity	•Sanguine/Hippocrates •Entertainer/CORE MAP •Yellow/Lumina Spark •ENF/Myers-Briggs •Inducement/Influence/DiSC •Conceptor/BrainStyles •Yellow/Personal Insight Invnty Extrovert/Predictive Index

Continued....

9

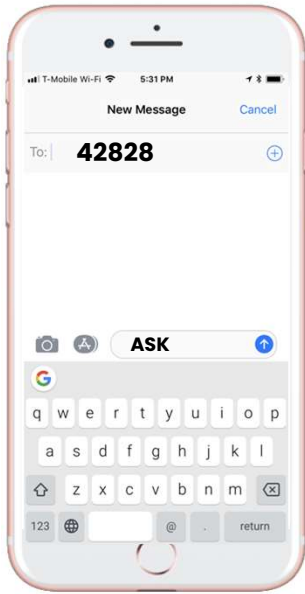
Conversation Strategies per DEAL Preference (continued)

DEAL Preference	Neutral Traits	Development Areas	Related Communication Styles
ACCOMMODATE When asking remember: •Relate to people before profit •Ask for insights into personality and best ways to connect. •Be considerate and inclusive.	•Introverted Reserved Casual •Sensing Feelers •Relationship-oriented	Improve asking skills through: •Assertiveness, self-care, independent decision making Enhance natural strengths in: •Mediation, team building, conflict resolution, listening	•Phlegmatic/Hippocrates •Relater/CORE MAP •Green/Lumina Spark •ISF/Myers-Briggs •Sensors/Supportiveness/DiSC •Conciliator/BrainStyles •Blue/Personal Insight Invnty •Patience/Predictive Index
LEVERAGE When asking remember: •Efficiency over engagement. •Ask about process, attempts, best practices. Allow time to think and reflect. •Need details & evidence.	•Introverted Reserved Serious •Sensing Thinkers •Task-oriented	Improve asking skills through: •Relaxation, flexibility, letting go of perfectionism, emotional intelligence Enhance natural strengths in: • Planning, strategy, project management, organization	•Melancholy/Hippocrates •Organizer/CORE MAP •Blue/Lumina Spark •IST/Myers-Briggs •Compliance/Conscientiousness/DiSC •Deliberator/BrainStyles •Green/Personal Insight Invnty •Formality/Predictive Index

NOTE: Everyone possesses all of these characteristics, though one or two are usually more developed and preferred. Related Communication Styles are used as an example only and do not perfectly correlate. Descriptions originally based on COREMAP® - Modified and used with permission.

10

Be a SMARTASK



Text **ASK** to **42828**
for free resources on negotiations
and leadership or go to
www.NegotiateToday.com

My Ask List

My Outrageous Asks

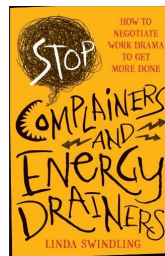
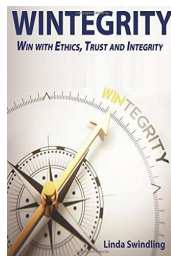
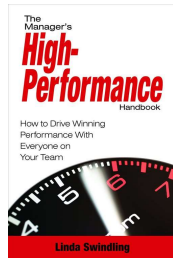
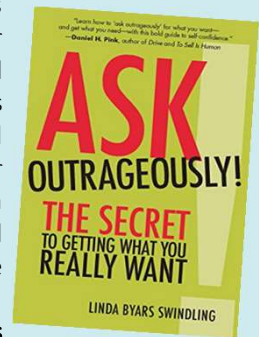
11



Linda Swindling, JD, CSP
Linda@LindaSwindling.com

Negotiation speaker, author and expert **Linda Swindling**, empowers leaders to negotiate everything from big deals to workplace drama using proven strategies that drive results without driving others away. Linda learned first-hand how to negotiate from her experiences in the courtroom and the boardroom. A respected mediator and “recovering” attorney, Linda attended Harvard/MIT’s Program on Negotiation. She also spent years advising and coaching CEOs and key executives while a Chair at Vistage. Her engaging programs are based on original research and more than two decades of experience. Chosen as one of the Top 30 Global Gurus in Negotiation, Linda is a frequent media guest and the author/coauthor of more than 20 books.

Contact Jill@LindaSwindling.com for information about Linda’s programs and services.



12