

The CHOICE Connection

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CHOICES
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April 2011 "Negotiating Agreements"

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Negotiating Agreements - What's Coming...

In the world of training and development and also in organizational development, there are trends that seem to surface every few years. In the last year, I have had many requests and conversations around negotiations, establishing agreements, exercising influence, etc. In the next 3 months of newsletters we'll explore a topic we all deal with every

Quotable Quotes

"When angry count to ten before you speak. If very angry, count to one hundred." ~ Thomas Jefferson

"No one can make you feel inferior without your consent." ~ Eleanor Roosevelt

"In business, you don't get what you deserve, you get what you negotiate." ~ Chester Karrass

"Judge a man by his questions rather than by his answers." ~ Voltaire

"Always get to know the other party. Never negotiate with a stranger." ~ Somers White

Dear Jean,

Negotiating Agreements...

The newsletters from the first three months of this year were focused on building alliances - finding others to establish mutual interests and common ground. The key might be to start with finding like-minded people. And we know these people because we share ideas, passion and even think a bit alike.

So what happens when we want the same outcomes and yet we have very different views on how to get to those results? Or maybe we actually share similar interests and yet don't want the same outcomes? At some point in time, in any partnership, alliance, business transaction, even in our daily plans with just ourselves to consider, we will find ourselves in a place where we will have to negotiate to an agreement.

Yes, we may have to negotiate with the intangibles - our time, our schedules, our plans. And in this we tend to go into a mental warring



day - even in the strongest of alliances - how to negotiate agreements with respect for all.

When a Negotiation Stalls by Jim Hennig

When a negotiation stalls...CHANGE something:

- the location
- the timetable
- the specifications
- the shape of the money
- the negotiator or a team member

© Jim Hennig

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conversation of what we will give up or compromise to achieve the next best outcome.

More often maybe we find ourselves having to negotiate an agreement with someone else. There are many experts in this field of negotiations. There are tools in abundance, strategies to keep you focused, and guidelines to negotiate to positive outcomes. I will share a few of these next month.

As I was doing my research for this month, I ran across a blog posting from January of this year that speaks to a Negotiator's Bill of Rights. The following text is copied from a blog spot titled [Negotiation Space](#) and referencing these words of Dr. Chester L. Karass.

"Last week, for the first time ever, the Constitution of the United States was read out loud in the House of Representatives. The Constitution lists many political and civic rights available to U.S. citizens such as the rights to freedom of speech and of peaceful assembly. However, the Constitution does not cover rights for negotiators. That is why Dr. Chester L. Karrass developed the Negotiator's Bill of Rights, which consists of seven "amendments."

In drawing up a "Bill of Rights," Dr. Karrass seeks "to help negotiators feel more comfortable in situations that normally threaten their self-esteem and cause them to retreat rather than advance their viewpoint."

As a negotiator, you have seven inalienable rights. These are:

1. *You have a right not to understand*
2. *You have a right to be wrong*
3. *You have a right to be indecisive*
4. *You have a right to be repetitive*
5. *You have a right not to answer questions, and you have a right not to know the answer*
6. *You have a right to your own viewpoint, and to be somewhat irrational or emotional*
7. *You have a right not to be liked*

Negotiating is hard work, and the "Bill of Rights" allows you to recognize that you are not perfect and that you will make mistakes, that not everyone will like you or what you say, and that all of it is just fine. If you are too sensitive to every mistake that you make, you will quickly become defensive and that will put you in a weak position. It's best to keep these imperfections in perspective and focus on the job at hand."

I found the seven inalienable rights to be an interesting mix and perspective on giving yourself permission not to be perfect in the attempt to negotiate a positive and mutually shared result. What I also read into these rights is a belief that we ...

... can seek to understand

Today!

... trust that there is a position that is right for all
... move forward to formulate a decision
... be assured that we are heard consistently
... can ask questions for clarification and continue to work toward an answer
... can be passionate in our thinking
... can strive to be respected and respectful and maybe not completely understood.

And with all that...it just isn't a comfortable place to sit. We won't be able to ignore the need for agreements. The indecisions, controversy or conflicting needs of others will always be something we will have to manage. Negotiating agreements will result in change and these agreements will have to be made before we can even begin to figure out how to navigate the change.

Wishing you success in understanding the needs of others and crafting harmonious agreements,

Jean



CHOOSE to...

...understand from a position other than your own...ask questions for clarification and deeper connections to your wants and those of others...move forward in positive reflection...strive for the "win-win" agreement.

Administrivia

My Constructive Choices Audience...

- * Professionals wanting to be at choice in their career and daily work,
- * New Managers (and aspiring leaders) transitioning to establish a leadership role in their communities,
- * Individuals wanting to sort through the choices, build a more fulfilling life, lift their voices, and...
- * Coaches who choose to step out, show up, and say - *YES, it IS all about YOU!*

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