



Get Even More of What You Want

More Effective Negotiation Success Tips



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3 Reasons Why You Shouldn't Be Scared to Negotiate Your Salary

There is nothing quite so scary as the idea of negotiating salary for a new job. In fact, about 60% of the population will take the offer when it's laid out on the table without question. This number goes even higher if the person being offered that salary is a woman.

But if you don't ask for more, you're not going to get it. You get 100% of what you don't ask for in a negotiation, so keep that in mind when you're at the bargaining table. If you don't ask, you're not likely to receive.

Why do we hold back? What makes salary negotiation so terrifying?

You Think You're Not Supposed to Do It

It's human nature. We are raised believing that we shouldn't ask for things. We're taught this is perceived as greedy or pushy. So, we don't ask.

The truth is, unless you're being offered the deal of a lifetime, odds are being undervalued. Companies are all about the bottom line. They do not want to pay more than they have to to fill a position in their business. After all, they have to make a profit, too. So, it's in their best interest to offer what they feel is reasonable, the best deal they can get away with. In truth, they almost already have wiggle room built into the offer. They *expect* there to be a negotiation.

You Think You'll Come off as Arrogant

Nobody likes being thought of as being arrogant or egotistical. But it is important to remember there is a big difference between someone who feels confident about their abilities and a prima donna.

The difference comes in knowing where to draw the line.

Displaying confidence, showing you value your time and skills, lets any potential employer know you feel sure of who you are and what you can do. As a result, you are going to elevate your worth in their eyes and they are going to raise their expectations of your capabilities.

If you were genuinely arrogant, you wouldn't be asking for more—you'd go in making demands, *expecting* the world to fall over itself on your behalf.

You Think It Won't Work Anyway

This is a limiting belief. It comes from a lack of confidence in yourself or something that happened in the past. Other times, we erroneously believe salary and benefits packages are non-negotiable. This is rarely the case.

Statistically, the odds are good if you ask for more, you will get it. Good negotiators (on average) take home \$5,000 more per year than they would have if they simply accepted the employer's offer. With this in mind, why *wouldn't* you ask?

The worst an employer can say is NO. Then you can simply choose to accept or reject the offer presented. If you don't ask for more, you may be settling for less.

Remember, any good negotiation starts before you even attend the interview. Know what this potential job is worth. Research online to find out what a typical salary should be and take that information with you to the very first meeting.

Remember, you get 100% of what you do not ask for. So, don't be afraid to ask for more. You know what you are worth. Let them know you know. You may actually get the job of your dreams, with a dream salary to match. .

7 Ways to Negotiate a Lower Price on Just About Anything

In certain lines of business, negotiations happen every day. Who doesn't negotiate on the price of a car or a home? Most people negotiate on the price of furniture, jewelry, and other high-ticket items. You can even bargain on the cost of clothing in certain situations. Those bargaining conversations happen all day, every day.

Certain establishments expect to negotiate, and price their products and services accordingly. Flea markets, garage sales, yard work, remodel work on your home, the list of opportunities to negotiate are endless, if you know how to negotiate.

But did you know you can negotiate a lower price on almost anything?

Read on to find out how.

Figure Out the Details

When doing your homework, ask these four questions:

- What's the usual asking price?
- Why is this person selling?
- What is the seller's cost?
- What are other people selling this for?

Knowledge is power. Doing your homework, preparing in advance, gives you the ammunition you need to be a stronger negotiator. Couple that with some verbal skills and an understanding of human behavior, and you're in a position to negotiate a better price on almost anything. Here's how...

Let Them Make the First Offer

You need a number to start with, so let them speak first. Don't make an offer until you know what they are asking. You've got to know where you are starting before you can determine where you want to end up in a negotiation. Whether they are starting higher or lower than what you are willing to initially offer, you need to know where the starting line is. Once you have their Ask, you can weigh your counteroffer and start the bargaining process.

Bid Low...REALLY Low

Remember, negotiation is a WIN-WIN. They are likely starting high, so if you start low you create "space in the middle" for a successful negotiation to occur. You want to create enough "wiggle room" for the negotiations to continue back and forth. If you counter too close to their number, you leave too little margin to negotiate further and could end up paying considerably more than you could have.

Know Your High and Low

If you did your homework, you should have a good idea of how much you're willing to pay and still consider this a good deal. You also likely know where they need their number to be to make a profit. But you need to know how high you are willing to go so you know when to say NO if they can't meet your number.

Silence is Powerful

After you make an offer, stop talking. Let silence be your ally. Silence often makes the other person uncomfortable. If they start talking to fill the silence, they may make a concession they otherwise would not have made. Silence is a powerful negotiation strategy to get more of what you want without saying too much.

Ask For More

If the seller's price isn't to your liking, or even if it is, don't be afraid to ask for them to add to the offer to make the deal more attractive. Asking them to include a bonus or incentive. If the seller is anxious to reach an agreement, throwing in something extra is another powerful negotiating tactic to get more.

Be Prepared to Walk Away

Most people like to win. That's why negotiations can be so valuable. It is an opportunity for both parties to win. By the same token, most people do not want to lose. If they believe the buyer is about to walk away from the bargaining table, this can shift the momentum in your direction.

A caveat to this tactic is that you have to be prepared to truly walk away. You want to be committed to the process, not the result. If you can't get to the WIN-WIN, you've got to be willing to walk away and move on. The seller may or may not make another counteroffer, and you have to be okay with that.

Not every bargaining attempt is successful, and it is usually better to walk away from a stalled negotiation than to accept a bad deal you later regret.

As you can see, it is possible to negotiate for just about anything you know what you want, do your homework, know your non-negotiables, and be willing to be firm. Negotiating can also be a fun, entertaining way to get more of what you want. You can even treat it like a game, seeing just how much more you can get simply by asking.

10 Expert Tips for Negotiating in Today's Business Environment

The heart of any business lies in negotiation. Suppliers, vendors, employees, buyers, and sellers are relationships that use negotiation to get more of what they want. So, whether you're trying to close on a sale, obtain a better price on office supplies, or land that once-in-a-lifetime contract that could make your career, knowing how to get people to listen to you is crucial to your success.

How do you go about getting more of what you want?

Read on for some expert tips for negotiating in today's business environment.

Challenge the Status Quo

Carly Fiorini, a former CEO of Hewitt Packard, said, *"The status quo has great power. But leaders challenge the status quo to change things for the better."* How do you challenge the status quo?

You start by being assertive. Remember, almost everything is open to negotiation. Know what you want, and what you're willing to give up to obtain it. Go confidently into the negotiation, expressing what you want and need, and don't lose sight of the fact that you have the right to ask for anything.

Be an Intentional Listener

When you listen, listen not only to the words being spoken but the meaning and intent behind the words. You will not only be more informed, but you may also discover everything you need to know to get more of what you want in a negotiation. When you listen first, ask clarifying questions, and seek understanding, you will be amazed how much more people are willing to hear what

you have to say. When you extend the courtesy of listening to what others have to say first, they will reciprocate, and often become more receptive and open to your wants and needs as well.

Research

You must understand not only your wants and needs (your WIN) but also the other party's wants and needs (their WIN) before you start a negotiation. You need to also identify what you are willing to concede to or offer in exchange for getting more of what you want. Where do you draw the line? This information will help you to find the middle ground where an agreement can be reached.

Know Your Non-Negotiables

When are you willing to walk away from the bargaining table? You need to know what you're willing to accept, and what is non-negotiable. What are your "Must-Have" essentials for this to be a successful negotiation? Once you know these, it is easier to walk away from the bargaining table if the deal is not to your liking and the prospects of moving it forward are not good.

You don't want to end up agreeing to a bad deal, so know when you're willing to walk away from a negotiation. Don't compromise your values or accept a bad deal.

Haste Makes Waste

Good negotiation is about coming to a consensus, finding areas of mutual agreement. This takes time and should not be rushed. A rushed negotiation often benefits one party over the other, leading to a bad deal. All parties need time to consider their options, weigh the impact of each give-and-take, and make an appropriate response to each offer presented.

Make the BIG Ask

The more you ask for up-front, the greater the statistical odds you will walk away with more after the negotiations. If you are not willing to make the BIG ask at the beginning of the discussion, it is much more difficult to ask for it later in the bargaining process. If you want to win big, you've got to ask big at the start.

Know the Competition

Knowing the other party's wants and needs is a powerful tool to helping you get more of what you want. When you know what constitutes a win for your bargaining competitor, you have a better understanding of how to position your Ask so everyone wins at some level. If you know what they want and need, and what they are willing to give to get, you're in a position of negotiating power.

Look for the Mutual Benefit

Helping the other party in a negotiation get more of what they want puts you in a reciprocal position. This is how a successful bargain concludes. That's why asking good questions, being an effective listener, and a shrewd bargainer is so powerful in a negotiation.

Look for common ground, consensus, so you can reach a WIN-WIN agreement.

Remember the Give and Take

We've already touched on this, but it is worth repeating. Negotiation is all about compromise, give-and-take. Know what you're willing to give up, and what you're willing to get in return. You don't want to give without a reciprocal concession. Remember the goal is for each person to walk away with a win, getting more of what they wanted without taking unfair advantage of the other person. The deal has to be fair on both sides, or it's not worth taking.

Use Emotional Intelligence

Negotiation is a business transaction. Sometimes it is successful and at other times it is not. Two or more people approach the bargaining table to seek an agreement. If that doesn't happen, it's a business transaction, nothing more.

Success or failure is NOT about you, so don't take it personally. Either you can agree or you can't. You can come to terms with an agreement or you can't.

Don't take it personally.

And don't forget that emotions can run high during a negotiation. Tempers can (and sometimes do) flare. Verbally attacking or insulting the other person at the bargaining table is not negotiating in good faith. It is okay to take a break from negotiations if emotions get elevated, as no one wants an emotional hijacking of a negotiation.

These ten tips can help you experience a greater level of success in whatever negotiation you face in the business world.

The Dos and Don'ts of Negotiating a Raise

Money. It's the one thing most people wish they could change about their work situation. In fact, less than 20% of those employed believe they are getting paid what they are worth. Most of us wish we could be paid more for what we do.

It's no wonder getting a raise is often a person's number one priority.

But there is a right way and a wrong way to get what you want. Going down the wrong path when you're negotiating with your employer for a raise may take the conversation to a place you don't want it to go.

What are some of the important things we should be doing (or avoiding) to better position ourselves to get the raise we're seeking? Let's take a look:

DO:

Keep a "Wins" Log

One of the ways you can elevate your value with your employer is to document the wins you and your team are experiencing. Take note of the activities you are personally doing (or leading) and what the subsequent WIN was for the employer. Log your activities, meetings you attended, team members you helped, and the little extras you're doing to benefit the organization and the customers it serves.

Now you can chronicle your value and worth in such a way that your employer, who may not be directly overseeing your activities, is aware of things you are doing that is helping the company experience success. Your logbook can speak to the results you're creating, and how this is benefiting the organization as a whole.

Know the Numbers

When buying a home, an appraiser looks for comparables, homes of similar size in similar locations to support the price of a home. Your job is no different. Look for comparables among competing firms, state and national averages, and know what your job is worth. If you don't know what your position is worth, how can you successfully argue for a raise? Knowing the numbers puts you in a more powerful negotiating position to discuss a pay raise.

Know the Company's Numbers

Asking for a raise at the wrong time isn't good for anyone. Timing is everything. If the company is growing, it is a better time to discuss a raise than when the company's experiencing an economic slowdown. But even if the company's numbers are not great, you may still be able to negotiate a raise if you can show the economic value of doing so or offer cost-cutting ideas to offset the raise.

Consider Non-Monetary Rewards

A good benefits package can be just as valuable as an increase in pay. If your employer is willing to offer additional days off, provide (and perhaps pay for) insurance benefits, a company car, a supplemental retirement plan, or other perks can all be financially valuable.

Keep a Positive Outlook

Not everything is going to go your way. However, maintaining a good outlook and showing you're still willing to work with the company to improve the situation for future talks goes a long way toward your next salary negotiation.

DON'T

Get Emotional

The last thing you want to do is to let things get personal. Emotions have no place in negotiations, especially so if things went wrong. Keep things professional at all times.

Complain

Starting with a laundry list of where you've been shorted and how things aren't fair, isn't going to get you anywhere. Keep to your accomplishments, not their shortcomings.

Compare

It doesn't matter what kind of raise someone else in the company got. Bringing up how someone else is making more is only going to reflect poorly on you.

Brag

Showing off or trying to show how much better and smarter you are over anyone else sets the wrong tone and might even put your employer's back up.

Give an Ultimatum

Nothing backfires worse than giving someone an all or nothing decision. An ultimatum only invites them to say 'no.'

In the end, this conversation is very much dependent on you and your attitude. Keep your cool, and with a little knowledge beforehand of how you want to handle the discussion, things will be sure to go better than expected.

7 Tips to Become a More Successful Negotiator

Who's looking out for you?

In a world where getting what you want is entirely up to you, being a skilled negotiator is crucial to your success, whether you're angling for a raise or trying to get an outstanding deal on a used car. Sadly, negotiation isn't one of those skills we're taught as children. The good news is, it's never too late to learn how to be a more successful negotiator. You can start with these simple tips:

Do Your Research

Before you do anything else, you need to know the facts about what you're negotiating for. If you think your job is worth a raise, first look up what the salary generally is for your position. If you're looking at a used car, find out what other cars of that make and model typically go for. A little knowledge goes a long way.

Listen

A negotiation takes two people, both of whom generally want something. Start paying attention early on to what the other person is saying. Getting a feel for where they're coming from will be to your advantage.

Speak Up

Never be afraid to ask for what you want. The trick is to remember there's a fine line between being assertive and aggressive. Be careful about how strong you're coming on.

Take Your Time

The temptation is to close the deal quickly and to take what you can get. Here's where you need to pull back a little. It's okay to take time to think about the offer. You also will want to go over the terms and conditions carefully before making a final decision.

Know When to Step Back

Remember, you can always walk out of the negotiation. Stick to your guns, especially when you know you're in the right. When you're willing to leave the table if your terms aren't met, it shows you mean business.

No Weakness

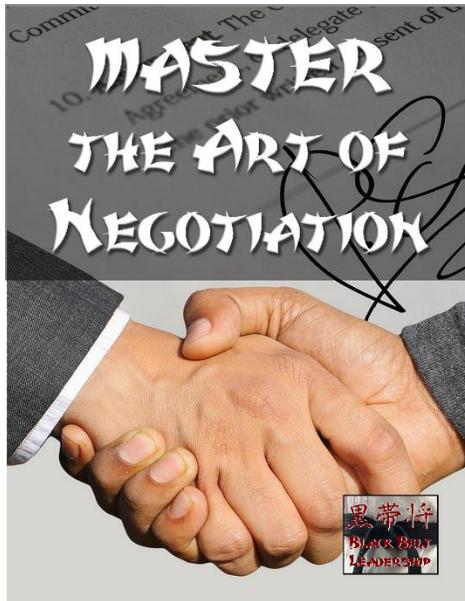
The minute you start thinking of the other person as a bigger and stronger opponent, you've already lost. This is not the place to show weakness. Instead of worrying about your own shortcomings, concentrate on theirs. How can you use that information?

Remember the Give and Take

Don't give up points unless you're getting something in return. When you concede too much, you're building up your opponent and setting a poor precedent for future negotiation.

Remember the trick is not to let things get personal. At the end of the day, if you knew what you wanted and feel like you looked out for yourself, and then you've come out a winner.

Want to Learn More?



Master the Art of Negotiation is our deep dive into understanding how to become a more effective and successful negotiator. Nearly every day, we bargain with family, friends, neighbors, coworkers, vendors, and even our employers.

To get more of what we want, it is imperative we learn how to be more effective as a speaker, listener, and collaborator. And the good news is that you don't have to be born a highly persuasive person to become an effective negotiator.

Negotiating is a skill set you can learn to MASTER.

If you're interested in improving your negotiation skills, learning to be better at the negotiating table, this course is for you.

2 eBooks

9 Video Training Sessions

9 Downloadable Audio Files

www.beablackbeltleader.com/master-communication.html