

NEGOTIATION 101: HOW DO YOU NEGOTIATE WITH OTHER TEAMS?

This self-assessment has been designed to help you think about the ways in which your team negotiates with other teams.

Using this self-assessment:

1. Study the first circle below and pick out 10 words or phrases that you think best describe the way in which your team negotiates with other teams. You can do this either by drawing a line around each word or phrase, or by highlighting the appropriate ones.
2. Then look at the interpretation sheet and the second circle, with each slice labelled. Each represents a different approach that your team could employ when negotiating with others. The slice of the circle where you have highlighted most phrases is the approach generally employed by your team in negotiating with others. It could be that you employ two or even all three approaches equally. This could reflect the different styles or personalities of the members of your team.



Interpretation



Approach A is an aggressive up-front approach that relies on putting your point of view strongly and pushing it quite forcefully. You have clear objectives and priorities and go out of your way, as a team, to achieve them.

Approach B relies very much on collaboration. You are open and honest with other teams and try to bring everything out into the open. You are careful to explore common ground but also to address problems at an early stage.

Approach C is about compromise. Your team is happy to trade and concede issues in order to arrive at the best possible outcome that you can. You believe that it is better to get some agreement than no agreement, and it is also important to keep the other team happy.