

Prostate Cancer
Foundation
30 YEARS
Curing Together.

PROSTATE CANCER
FOUNDATION

30
YEARS
SCIENTIFIC
RETREAT

Negotiation Strategies for Women in Research and Academic Medicine

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#PCFRetreat23

You Know You're Great

ICE-BREAKER

What We will Cover

WORKSHOP
OVERVIEW

Strategies for Negotiating Your Worth

ACTIVITY

AGENDA
AGENDA
AGENDA
AGENDA
AGENDA

1

**Take
out
your
cell
phone**



2

**Turn it
to video
record
in selfie
mode**



3

**For 2
minutes,
record
yourself
describing**

YOUR professional accomplishments.
Not what the team did!
YOUR ACCOMPLISHMENTS!
(don't worry, you don't have to share this)



Identify any difficulties you had.

Describe why it was difficult.

Explain how the exercise might have been different if you were describing a colleague you admire.

HOMework

pay attention to	write down
LANGUAGE	words/phrases you used repeatedly and surprising word choice
VOICE QUALITY	intonation, strength, passion
EYE CONTACT	how well you connected with the “audience”
FACIAL EXPRESSIONS	effective or unusual expressions
BODY LANGUAGE	unexpected mannerisms

negotiation framework

PRIORITIZE

WHAT do you want?

What you want
What you will do
What you won't do

WHY do you want it?

Why do you want what you want?
Needs and concerns
Hopes and fears

PLAN

PREPARE

Do a **field analysis** – who can help you get what you need?

PRACTICE

negotiating your career

INTERESTS

Steady salary
Rewarding work
Growth opportunities
Benefits
Location
Hours
Travel
Equipment
Workspace
Vacation

COMPENSATORY

Base salary
Signing bonus
Annual bonus (individual and group)
Relocation expenses
Stock options
Retirement options: employer matching, pension
Tuition reimbursement
Housing assistance (low interest loans, forgivable loans, etc.)
Paid leave (vacation, sick days, training/conferences, holidays)
Insurance (health, disability, life)
Care plans (child, elderly, parental leave)

NON-COMPENSATORY

Job characteristics
The work
The position
The group you will join
Location
Promotion schedule

negotiating your career

Your Role is Not Set—Manage It

Think of your self as leader.

Identify your organization's expectations.

Conduct a Field Analysis

Identify how generous the organization is with things you value.

Explore the career path of successful people in your field.

Cultivate Relationships

Get to know upper management.

Network inside and outside of the organization.

Develop a 3 a.m. List

Identify the things you need from your organization to flourish.

communication

PLAN

What obstacles are in your way?

Develop options to overcome them.

Options are how interests get satisfied.

PREPARE

Consider the alternatives (yours and theirs).

How else can you satisfy your interests?

What is your goal or target?

PRACTICE

Use role-playing to reduce your anxiety.

Anticipate different responses.

Refine your strategy.

Explore your emotions.