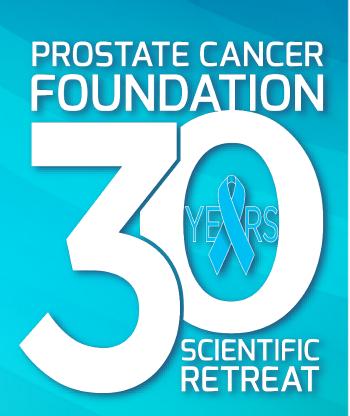
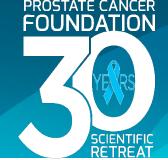
# Prostate Cancer Foundation 30 YEARS Curing Together.



# Negotiation Strategies for Women in Research and Academic Medicine

Stacey B. Lee, JD uring Together.



# You Know You're Great

ICE-BREAKER

WORKSHOP OVERVIEW

**What We will Cover** 

ACTIVITY

Strategies for Negotiating Your Worth

Prostate Cancer





**Turn it** to video record in selfie

mode

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)



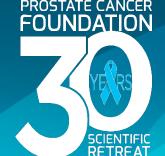


**Take** out your cell phone

rostate Cancer oundation

Curing Together.





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.







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 what you want

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.** 



