

### Consider timing

There are good times to negotiate and bad times. Bad times include those situations where there is a high degree of anger on either side, a preoccupation with something else, a high level of stress or tiredness on one side or the other. The best outcome for almost all negotiations is a win/win situation when both parties walk away with a positive feeling about having achieved their goals.

### Suggestions for Effective Negotiation

While negotiating as an ASHA you must have unlimited patience. Never try to make the opponent feel low and defeated. Emphathise with the other person to understand her/his perspective.

Be positive and open in your approach. Do not begin the discussion with any set assumptions or negative feelings. Approach a negotiation with an attitude of, "I accept you as an equal negotiating partner and respect your right to have an opinion of your own." You may think that this is being soft and not effective, but this approach is a sign of internal strength and confidence.

