

A/ ASSIGNMENT RECAP

- Write a **2,000 word** (+/- 10%) essay discussing **1-2 key dynamics** that shape and direct negotiation outcomes, such as **power, ethics, trust, reciprocity, or culture**.
- **Critical reflection** on the student's experience in **2 class negotiation activities**.
- **Builds on knowledge** demonstrated in a **previous assessment**
- Written for an educated but non-negotiation-focused audience, **avoiding jargon** and **explaining terminology**.

Suggested structure:

- I. **Introduction**
- II. **Theory-base Analysis**
 - A. **Key Dynamics 1 in Negotiation**
 - B. **Key Dynamics 2 in Negotiation**
- III. **Conclusion**
- IV. **Reference List**

B/ KEYWORD EXPLANATIONS

1. **Negotiation** - Discussions between two or more parties aimed at reaching an agreement or resolving issues.
2. **Power Dynamics** - The role of power in influencing negotiation outcomes. Encompasses sources of power, power balances and strategies.
3. **Ethics** - Accepted rules or moral principles for conducting negotiations and business. Involves concepts of fairness, transparency, legality etc.
4. **Trust** - Confidence parties place in each other based on perceived credibility, reliability and integrity during negotiations.
5. **Reciprocity** - Practice of exchanging concessions and compromises with other parties over the negotiation process. A give-and-take relationship.
6. **Culture** - Shared beliefs, customs, values and behaviors that shape assumptions and communication styles of negotiation parties.
7. **Bargaining Zone** - The overlapping space within which acceptable deals can be made that leave both parties better off.
8. **BATNA** - The best alternative to a negotiated agreement available if current negotiations fail. Shapes the bargaining position.
9. **ZOPA** - Possible deal options that fall between the reservation prices of negotiating parties. Zone of Possible Agreement.
10. **Integrative Bargaining** - Interest-based bargaining focusing on achieving maximum mutual gains to find win-win solutions.

11. **Distributive Bargaining** - Position-based bargaining that usually involves compromising and zero-sum outcomes. A win-lose dynamic.
12. **Anchoring** - Influencing perceptions of value by presenting an initial reference point in negotiations. Can set frame for discussions.
13. **Active Listening** - Carefully attending to party perspectives, demonstrating understanding and validating their position to build trust.
14. **Information Sharing** - Voluntarily disclosing information and knowledge between parties to establish cooperative relationships.
15. **Standards** - Objective, established guidelines or criteria which negotiations outcomes can be measured against. Introduce implications of legality, fairness etc.
16. **High-Context Communication** - Heavily nuanced, implicit communication style relying on interpretation of contextual cues. More common in collective, Eastern cultures.
17. **Low-Context Communication** - Precise, explicit communication style relying on direct statements over situational cues or interpretations. More common in individualistic cultures.
18. **Issue Partitioning** - Breaking negotiation issues down into specific components to allow for prioritization and sequencing of discussions.
19. **Agenda Setting** - Outlining the negotiation procedure and order of issues/topics to be addressed. Allows coordination of the process between parties.
20. **Reservation Price** - The limit each negotiating side has predetermined they are willing to accept. The boundary of potential agreement.
21. **Relationships** - The interpersonal connections and rapport established between parties through repeated interactions over time. Builds trust and reciprocity norms.
22. **Intergroup Negotiation** - Negotiation occurring between distinct social groups with strong shared identity and group cohesion on issues. Introduces perception biases.
23. **Intragroup Negotiation** - Negotiation occurring between members of the same group, coalition or team in pursuit of common interests. Shared identity can help or hinder information sharing.
24. **Individualism** - Cultural value emphasizing autonomy, independence and personal identity/reward over collective group goals. More transactional negotiations.
25. **Collectivism** - Cultural value emphasizing communal interdependence, social harmony, shared identity and team success over individual interests. More transformational negotiations.