

Key Lessons

- Negotiate your job offers based on satisfying both party's interests.
- Arm yourself with good information and preparation:
 - Identify and prioritize multiple negotiable issues;
 - Gather good information about market comps to determine your aspiration targets and their walk-away points;
 - Determine your BATNA and know when to walk away.
- Engage in collaborative negotiations:
 - Don't assume all issues are distributive.
 - Ask questions and listen actively to uncover priorities and make tradeoffs.
 - Make your offer close to their walk away point.
 - Make offers that bundle multiple issues.

Build Negotiating Confidence

- Learning and practice improve negotiation performance.
- Recognize your value and that your employer wants you to succeed.
- Frame negotiations as opportunities to collaboratively create the conditions for your success.