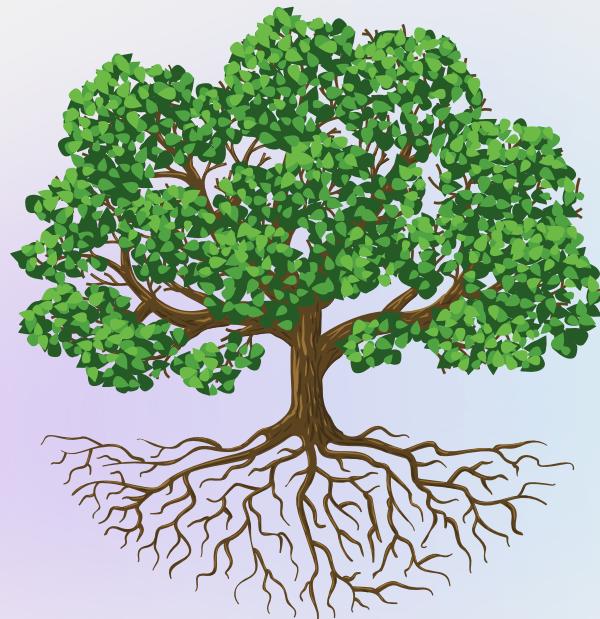


Negotiation Workshop: Advocate with Impact

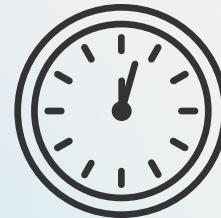
by Ji Eun (Jamie) Lee,
Certified Executive Coach
and Integrative Hypnotist

Power-Tree Pose



- Stand tall with your feet apart
- Ample air underneath your armpits
 - aka “Sexy turtle”
- Eye fixed on a focal point, soft and diffused
- Engage in peripheral vision
- Imagine being grounded and rooted

DISCUSSION



**When was the last time
you negotiated for YOU?**

- What was that experience like?



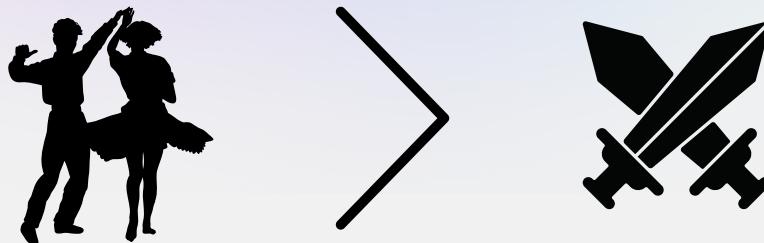
**What the heck even is
negotiation?**

Jamie's Definition:

**Negotiating is engaging in
a conversation to reach an
agreement, where all the
parties can say no.**

Thought Experiment:

**What if negotiating is more
a dance than a battle?**



An aerial photograph capturing a large crowd of people dancing in a city square at night. The scene is filled with the warm glow of streetlights reflecting off the stone-paved ground. People are seen in various stages of dance, some in pairs and others in groups, creating a sense of movement and community. The overall atmosphere is energetic and joyful.

Mutuality Trust Respect Self-Leadership Growth Mindset

Photo by [Ardian Lumi](#) on [Unsplash](#).

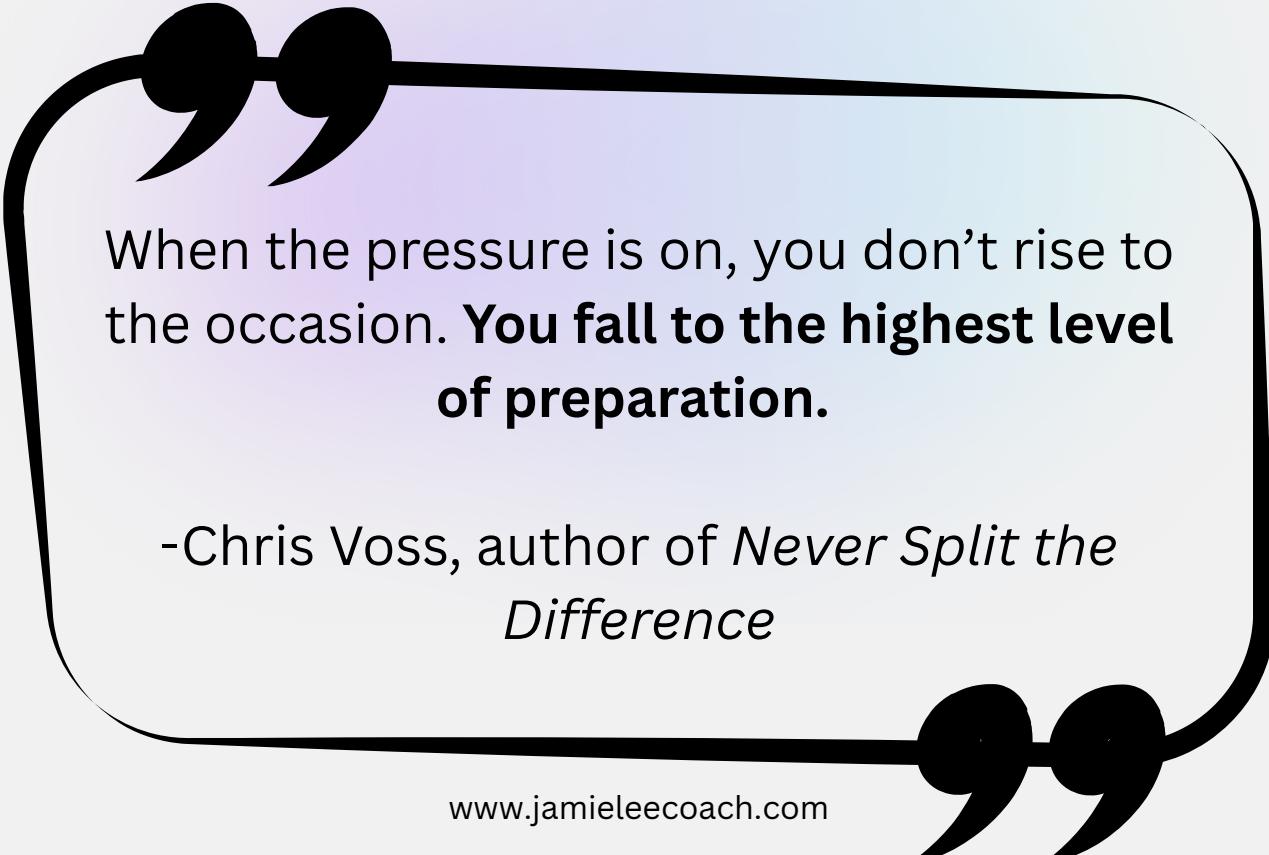
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Steps for Meaningful Negotiation:

1. Know the Rhythm (timing matters)
2. Own the Floor, Own Your Impact
3. Know the Basic 3-Step
4. Curious, Not Furious
5. Dance With, Not Against



Decide: What's one specific, measurable thing you'd like to negotiate for with a person or entity?



When the pressure is on, you don't rise to the occasion. **You fall to the highest level of preparation.**

-Chris Voss, author of *Never Split the Difference*

Common Challenges

Confidence

What if they say no? What if they rescind the offer?

Why would they give me more budget?
I still need to prove myself.

Knowledge

I don't know what's negotiable.

Without a higher position, I can't negotiate for much.

Belief

I don't want to seem greedy or cocky.

I should keep my head down, work hard, and not "make waves."

Motivation

I'm beyond caring about my professional growth.

I am not interested in securing funding for my research or earning more money.

Common Challenges

ADDRESSED!

Confidence

What if they rescind my offer because I negotiated?

What if you dodged a bullet?

Why would they give me more budget? I still need to prove myself.

What if you don't have to be perfect to make progress?

Knowledge

I don't know what's negotiable.

You're at the right place!

Without a higher position, I can't negotiate for much.

Let's double check that.

Belief

I don't want to seem greedy or cocky.

Self-advocacy is an act of service

I should keep my head down, work hard, and not "make waves."

Name it to change it: Tiara Syndrome



Motivation

I'm beyond caring about my professional growth.

I am not interested in securing funding for my research or earning more money.

From Myths to Action

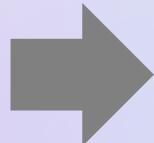


Tiara syndrome



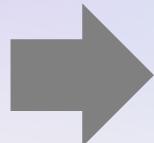
Self-sovereignty

“Can’t be greedy”



Self-advocacy is an act of service.

Comfort fallacy



If it feels awkward, you’re doing it right.



What If Pay is Non-Negotiable? (Academic Example)

For example, if your pay is standardized due to your position being a public employment, then you can negotiate:

- **Levers of pay**, e.g., position percentage (50% vs 65% vs 100%)
 - → Higher percentages = more hours and higher pay.
- **Duration and funding security**
 - → Ask about contract length, renewal likelihood, and if the position runs through the entire Ph.D.
- **Other real examples from my clients**
 - → Free education, working remotely, sabbaticals, severance, etc.

Source: ChatGPT

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Non-Pay Negotiables for Researchers

Recognition & Visibility

- Authorship order and acknowledgments on publication
- Conference presentation opportunities
- Media/press mentions
- Lead role in open data or code releases
- Being listed as co-corresponding or co-PI on related grant applications or proposals
- Mentorship credit for training junior researchers or interns

Workload & Scope

- Project scope clarity
- Flexibility in hours or remote work
- Fewer teaching or admin duties to prioritize research
- Freedom to explore side projects
- Time allocated for writing own grants/fellowships

Career Development

- Access to professional development funds
- Co-supervision of students to build mentorship experience
- Letters of support or recommendation for future funding or jobs
- Opportunities to co-author grants
- Participation in hiring or strategic meetings for experience

Resources

- Tech/equipment upgrades
- Dedicated funds for open science tools (e.g., GitHub storage, Zenodo fees, ORCID integrations)
- Travel budget for conferences, field work, or collaboration visits
- Time or funding to prepare datasets for open release

Source: ChatGPT

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Salary Negotiation in Industry

Offer Negotiation

~~Never give the first number.~~

- Never anchor your ask to a previous salary.
- Research going market ranges for your role, and ask for a specific number at the high end of that range.
- If they have a pay band, ask: “How is the high end determined?” Then frame your ask based on their criteria.
- Secure multiple offers, compare all-in comps, and get potential employers to out-bid each other for the privilege of hiring you.

Negotiating a Pay Raise

- Find out how, when, and by whom promotion and raise decisions are made
- Learn where the org is in terms of funding and growth phase
- Ask 3-6 months ahead of the budget decisions
- Offer a promotion plan your boss can socialize up the food chain, to the ultimate decision-makers

OR get a new job offer and ask current employer to meet or exceed that offer -- ONLY if you're 100% ready to leave.

How to Assess All-In Comp



URL:

<https://tinyurl.com/JamieLeeCoachInc>

Access this FREE resource guide:

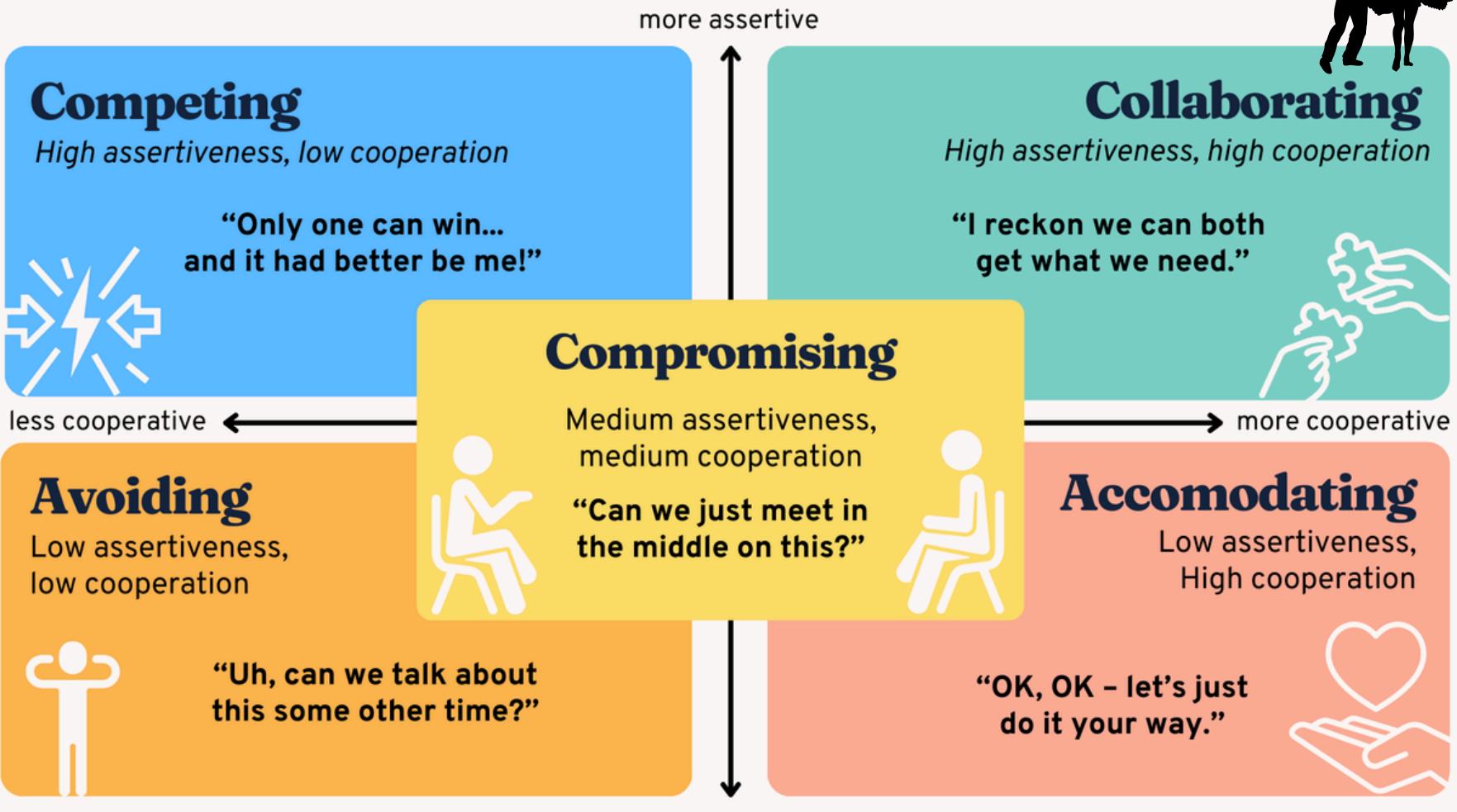
- Easy-to-follow explanations
- Links to scripts, articles, and podcasts
- Sample all-in compensation comparison table

50+ Things You Can Negotiate Other Than Base Salary

Compensation

1. Stock options (learn more by reading [Getting Start-Up Equity? Everything You Need to Know](#) on the Muse)
2. Stock grants (when you get awarded company stock outright, instead of options)
3. Vesting schedule
 - i. Typically it's about 4 years, but you can ask to have this accelerated in the case of an exit event like a company sale or going public via IPO
4. Going market adjustment to salary
 - i. Learn more by listening to [8 Do's and 6 Don'ts of Salary Negotiation](#) on the Negotiate Your Career Growth podcast

Thomas-Kilmann Conflict Model



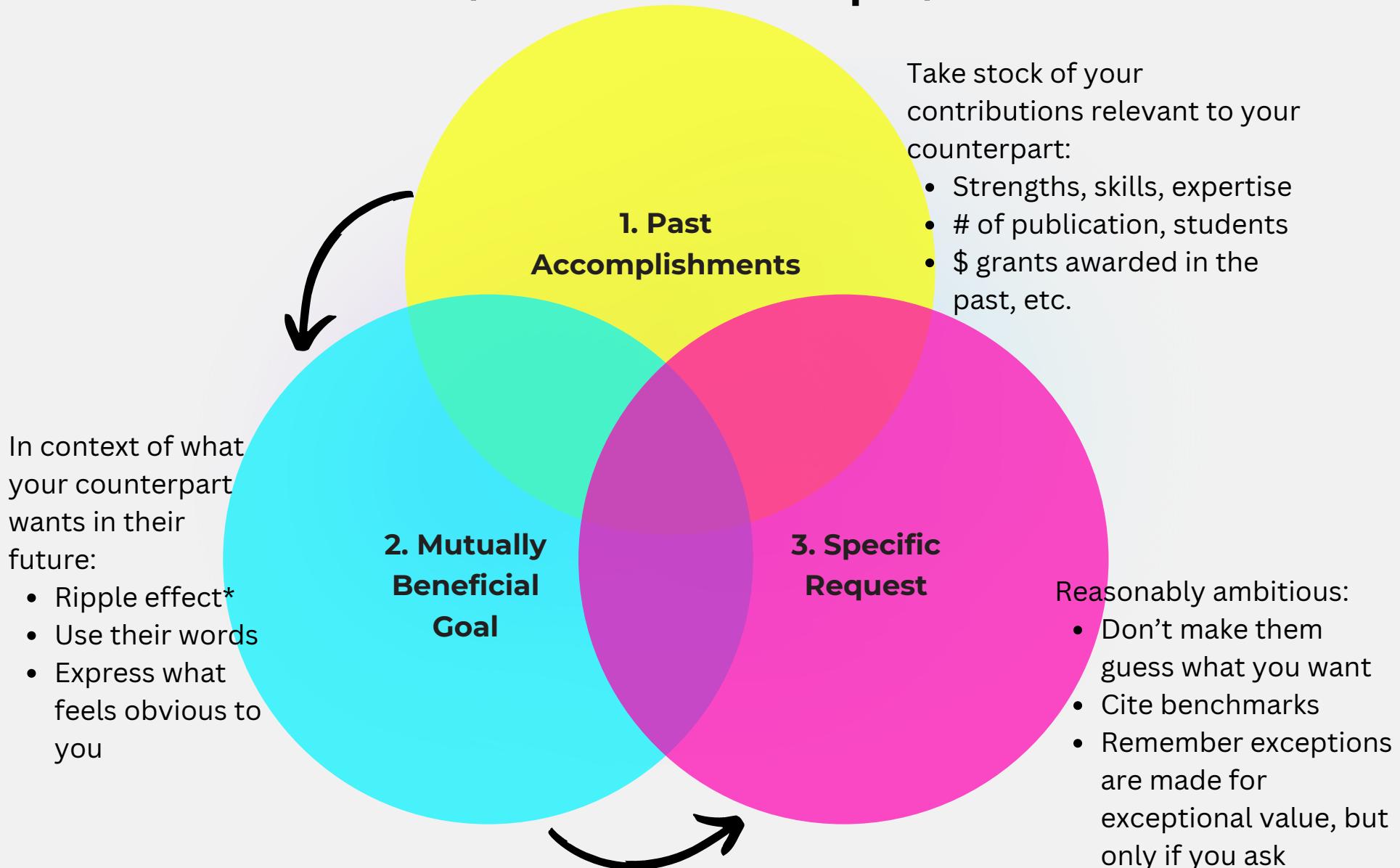
Source: Kenneth Thomas and Ralph Kilmann, 1974

BiteSize Learning

Source: <https://www.bitesizelearning.co.uk>

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3-Step Framework for Collaborative Negotiation (Academic example)



Discussion: Ripple Effect

Take your brain beyond what got done:

- What happened as a result? (Immediate Impact)
- What does this enable? (Secondary Impact)
- What else can happen as a result in the future?
(Beyond Impact)



What if they say NO:

- Evidence you took a risk
- Not now (maybe later)
- Asked the wrong person
- They don't understand your value
- Nope, not negotiable here



Notice:



**The human urge to defend,
explain, or ask a leading
question.**

For example:

Do you think I'm not ready?

Did I offend you?

Are you mad?

Presupposition:

n. a thing tacitly assumed
beforehand embedded into a
line of argument or course of
action

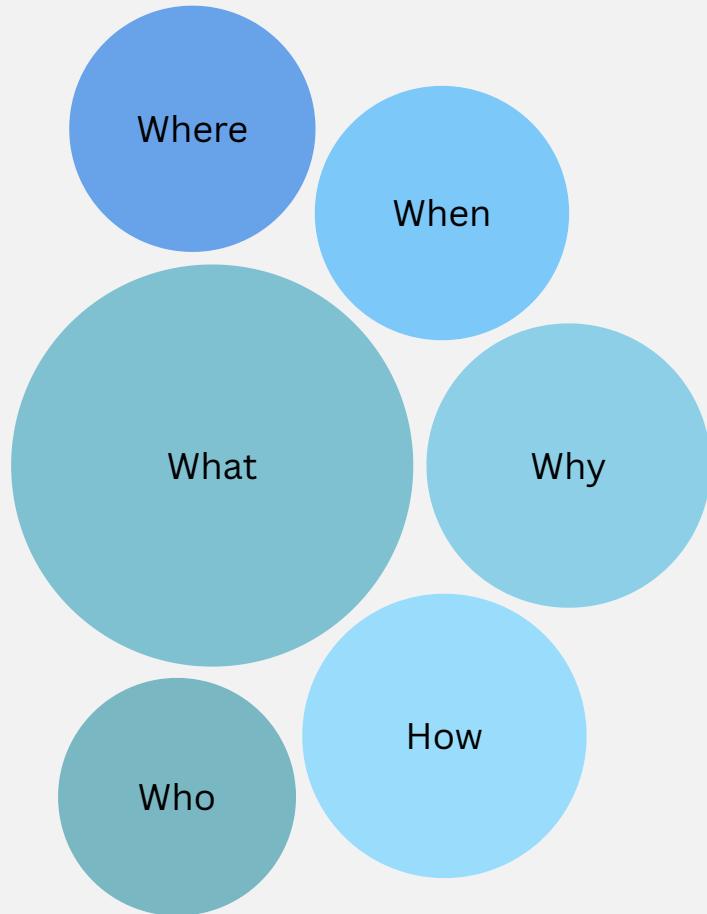
PRACTICE: GETTING PAST NO

**Form your mouth into a “W”
Ask Open-ended Questions**



- Assume positive-neutral intent
- Move from labels and assumptions to facts and actionable insights
- Curious, not furious

Sample Open-Ended Questions



- “How did you arrive at this number?”
- “What made you want to work with me?”
- “What specific milestones can I work towards, so I can demonstrate I’m ready?”
- Assess facts vs. perception
- Get curious about what’s negotiable and what’s not

ROLE-PLAY INSTRUCTIONS

- A: Set the stage. Make the ask with a specific number.
- B: Say no with a reason.
- A: Ask an open-ended question about the reason.
- B: Answer the question (get creative here).
- A: Reframe and re-ask with new information provided by B.

ROLE-PLAY DEBRIEF

- What did your counterpart do well?
- What did you learn?
- What do you want to implement for your future negotiations?

Steps for Meaningful Negotiation:

1. Timely Requests → More Productive Conversations
2. Owning Your Impact → More Compelling Case
3. 3-Step Framework → Assertive and Cooperative
4. Curious, Not Furious → Builds Skill, Leverage, Confidence



Thank you!

Come on over to my website:

www.jamieleecoach.com

- Leadership Archetype quiz
- Links to all my social profiles
- Podcast *Risky Conversations*
- Details about my coaching services