

# GENDER AND NEGOTIATION

## ADVICE

### For Women

#### 1. Gather Objective Criteria

Source from men and women

#### 2. Time Requests Carefully

Consider times when requests will be perceived as less threatening

#### 3. Frame Yourself as an Agent

"My department would benefit from..."

#### 4. Borrow Credibility

"So-and-so observed that..."

#### 5. Rally Sponsors

Ask supporters to give you a boost behind the scenes

#### 6. Frame Your Negotiation Skills as a Strength

"Because I consider my negotiation skills to be an asset in my work, I'd like to talk to you about..."

#### 7. Integrate Your Identity

Women are incredibly successful negotiators!

### For Everyone

#### 1. Reconsider Hiring Practices

#### 2. Increase Transparency

#### 3. Mentor, Sponsor, and Amplify

#### 4. Share the Housework

#### 5. Question Assumptions