

---

NEGOTIATION:

***THINKING  
COMMUNALLY***

**BY ASHLEIGH SHELBY ROSETTE, PHD**

---

QUESTIONS FOR DISCUSSION

---

## INSTRUCTIONS

Individually or as a group, watch “Thinking Communally” (available at [leanin.org/thinking-communally](https://leanin.org/thinking-communally)). Then use the questions below for a group discussion.

## QUESTIONS FOR DISCUSSION

- Have you negotiated differently with women and men in the past? Why?
- What did you think of Danielle’s first interaction with her boss? Have you ever had a similar moment—expecting a woman manager to be easygoing and then being surprised when she wasn’t? If so, what did you do? After watching the video, would you have handled the situation differently?
- Ashleigh reminds us that both women and men can react unfavorably to women who advocate for themselves. Have you ever caught yourself responding negatively to a woman negotiating for herself? Imagine you could redo that negotiation. How would you act differently?
- Seeing the other party’s perspective is one strategy for communal thinking. What’s something that you want to negotiate for—and what would the other party want out of it? As a group, brainstorm how you might address the other party’s needs in two or three Circle members’ negotiation scenarios.
- Before watching this video, had you heard of using “we” language instead of “I” language as a negotiating tactic? In pairs, practice making an initial request for something you want, using “we” language.
- In addition to the examples Ashleigh gives in the video, what are other ways you can show that you’re a team player during a negotiation?
- What’s one key takeaway from the video that you’d share with someone else?