

---

NEGOTIATION:

***IT PAYS  
TO NEGOTIATE***

**BY ASHLEIGH SHELBY ROSETTE, PHD**

---

QUESTIONS FOR DISCUSSION

---

## INSTRUCTIONS

Individually or as a group, watch “It Pays to Negotiate” (available at [leanin.org/negotiation-pays](https://leanin.org/negotiation-pays)). Then use the questions below for a group discussion.

## QUESTIONS FOR DISCUSSION

- What has held you back from negotiating?
- After watching this entire series, you should have a toolbox of strategies to help you overcome any fears you might have around negotiation. Have you ever successfully psyched yourself up to negotiate in the past? What worked for you?
- Life is a series of negotiations. Think of something you successfully negotiated for at work or in your personal life. What did you do to help it go well?
- Ashleigh cites research that found that women who negotiate can pay a social penalty—they’re often considered pushy and less likeable. In our Women in the Workplace 2016 study, women who negotiate reported they were 30 percent more likely than men who negotiate to receive feedback that they are “intimidating,” “too aggressive,” or “bossy.” Have you been criticized for negotiating? How did you respond? What might you do differently next time?
- Do you have any go-to negotiating strategies? What are they?