

Ten Negotiation Tips

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01 Negotiation Starts at The First Conversation

- > Clarify Expectations & Requests
- > Don't Agree to Items if Unsure

02 Do Your Research

- > Ask Colleagues, Mentors, Others Who Came Before You

03 Ask Thoughtful Questions

- > Can Frame Requests as a Question
- > Aim High, Be Flexible and Ask For Input
 - i.e. Can you provide input on how we can reach something like that?

04 Share Examples & Stories

- > "I ask to put this in the contract because I have a friend who..."

05 Package Requests Together

- > If/Than Language
 - "If we can get to this on the bonus, I can agree to this salary."

06 Consider All "Currencies"

- > Other Forms of Money:
 - Office Space and if Applicable Operating Room Block Time
 - Support Staff: Physician Assistant, Scheduler, Billing
 - Time Off
 - Ability to Do Outside Professional Opportunities and Retain Income
 - Reimbursement for CME and Other Business Expenses

07 Show Communal Benefit

- > Show How Your Request Will Help Everyone Achieve Goals

08 Use Cooperative Language

- > "I think we can work out the best option together."

09 Reinforce Relevant Traits*

- > "I appreciate that the Company is flexible with arrangements. Can we consider..."
- > Thank you for being transparent. Can you also tell me about..."

10 Manage Emotions

- > Ask yourself, "Is this emotion helping me?"

* Research by Robert Cialdini



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