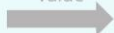


Grow the pie and then Slice it

Initial Pie



Create Value



Potential Pie



Claim Value



Your slice

Claim Value



Your slice

Set your Bargaining Zone first

Using your Aspiration and Reservation Points



Then find the Zone of Possible Agreement

to avoid the chilling effect and grow the pie



Find Interests

Why you want something

- I need orange juice/zest
- I need to pay for childcare



Not Positions

What you want

- I want an orange
- I want a higher salary

Use Multi-issue over Single-Issue Offers

to ID interests and avoid distributive bargaining

Salary ?

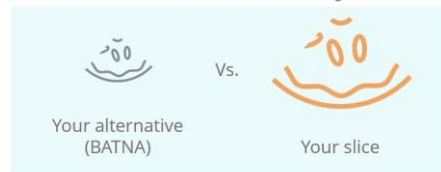
Bonus ?



Salary ?

Vacation ?

Your success is based on your BATNA



Not your counterparty's results

