



Do negotiations stress you out and you actively avoid them?

As a leader, you are probably involved in negotiations on a daily basis, even if you don't realize it: any time you attempt to reach an agreement with another party through dialogue, you are negotiating. In our research and testing of nearly 800 executives for Martin Lanik's bestselling book *THE LEADER HABIT*, we discovered the behaviors that effective leaders practice when they negotiate. To turn these behaviors into habits requires deliberate practice — on average, 66 days.

Negotiating Well

means engaging in bargaining discussions that achieve win-win agreements.

5-MINUTE LEADER HABIT EXERCISES

1. Shoot for a win-win solution: After realizing that a discussion has transitioned into negotiation, state that you want to find a win-win solution and ask about the other party's main concerns by saying, "It's important to me that we find a solution we are both happy with. Help me understand—what are your main concerns?"

3. Ask for agreement on next steps: After realizing that the discussion is coming to an end, state your understanding of the next steps and ask for agreement by saying, "I understand our next steps to be ... Do you agree?"

2. Highlight the benefits of your preferred solution: After looking at your calendar and anticipating that a particular meeting will involve negotiation, write down in one sentence your preferred solution and what benefits it brings to both parties.

4. Solve problems together: After hearing someone voice an idea, incorporate the idea into the discussion as an opportunity for collaborative problem-solving by saying, "How can we use your idea to [summarize the idea] as we solve this problem together and find our ideal solution?"



YOUR LEADER HABIT EXERCISE

Cue (After an event or task finishes...)	Behavior (... you do the micro-behavior)

PRACTICE YOUR LEADER HABIT EXERCISE ONCE A DAY FOR 66 DAYS AND MARK THE DAYS YOU PRACTICED.

				11		1	2	3	4	5	6
7	8	9	10	11	12	13	14	15	16	17	18
19	20	21	22	23	24	25	26	27	28	29	30
31	32	33	34	35	36	37	38	39	40	41	42
43	44	45	46	47	48	49	50	51	52	53	54
55	56	57	58	59	60	61	62	63	64	65	66

