

Chapter 1 : How to Negotiate With the 4 Personality Types

Most of the negotiation advice you find centers on the mistakes all of us make. But individual differences in personality, intelligence, and outlook could also affect your negotiations. Do individual differences also matter in negotiation, and if so, how do they play out? In this article, we.

What is an Essay? It could be on a topic related to political manifestos, learned arguments, daily reflections, literary criticism, name it. When you read a well-written essay, you can see the flow of thoughts of the writer. Why write an essay? Basically, what prompts an argument are disagreeing ideas. This may not be true after all because there is something called Synthesis. Synthesisâ€¦ How Many Pages is Words? You must be wondering how on earth you can write words essays if you are on a tight deadline and how many pages is words? We have to admit that this is a challenging task which requires a lot of time and dedication. This is an impressive word count and pressure of aâ€¦ How Many Pages is Words? It is very relative to various individuals, and it depends mainly on the style of presentation, this basically includes; the nature of output either written or typed, the size of lettering, the line spacingâ€¦ How Many Pages is Words? How many pages is words? A friend of mine asked me that when he needed to translate a words essay and he had only been told the word count. Format The format includes fonts, margins, subtitles, and space between lines. If we areâ€¦ How Many Pages is Words? But, is it possible and how many pages is words? As sweet and beautiful as writing can be, it can become less interesting with time, and this is usually the case particularly for newbies who are inexperienced in the field. Whether you are preparing a school work, or you have some crucial research to finish, you must be wondering how many pages is words? Well, this question depends on variousâ€¦ How Many Pages is Words? However, to a writer, every word counts. Depending on the purpose of the write-up, the length of the text, and how many pages it covers, helps one to easily determine how they will articulate the intended purpose. It acts asâ€¦ How Many Pages is Words? Are you wondering how many words by page there is in a novel which has pages double spaced, your presentation, an essay which has pages single spaced, news articles or something else? You should know how many pages is words so you can orient yourself and calculate how much progress you should make soâ€¦ How Many Pages is Words? The word count is an essential part of any writing assignment. Whether you are writing an essay or research paper, you are limited by the number of words you should use, and there is a reason for this action. Depending on the topic you are trying to present, for instance, words essay, demands moreâ€¦ How Many Pages is Words? You have to organize your thoughts, have a clear structure and set up paragraphs. So, let find out how many pages isâ€¦ How Many Pages is Words? The educational system in the U. They all involve certain kinds of topics, word count, style and so on. On the other hand, many students are concerned about page numberâ€¦ How Many Pages is Words? When you choose an excellent topic to compose an words essay, make sure to plan everything before you open Word. Students need to create well-organized strategies and methods to reduce tension during this process and combine words well. The essay must include a body of content, as well as, short conclusion. Considering that wordâ€¦ How Many Pages is Words? When writing a words essay, it is essential to split each section with a limited number of words. To haveâ€¦ View all We will write a custom essay sample on any topic specifically.

Chapter 2 : Big Five Personality Factors & Negotiation

An impressive personality goes hand in hand with good communication for an effective negotiation. A charming personality is the key to an effective negotiation. Let us understand how one's personality traits help in an effective negotiation. During negotiations an individual must try to be himself.

Role of Personality in Negotiation Role of Personality in Negotiation An impressive personality goes hand in hand with good communication for an effective negotiation. A charming personality is the key to an effective negotiation. During negotiations an individual must try to be himself. One should not fake things or pretend to be good. If you are not satisfied with the deal, do not pretend that you are happy. Be normal and relax, things will automatically fall into place. Sincerity is one of the most important personality traits required in negotiation. One has to be sincere for an effective negotiation. Go well prepared for your negotiation. For a business deal, try to study everything related to the deal beforehand. The agenda of the negotiation must be very clear to you. Carry all the related documents which you might require at the time of negotiation. During negotiations, honesty plays an important role. One should never manipulate his salary to get a hike in the next organization. The fear to get caught would always be there and somehow it would reflect on your face as well. He is not a fool doing business. Remember even he keeps a check on the price what his fellow shopkeeper is offering. One should go smartly dressed for a negotiation. Our dressing plays an important role in enhancing our personality. A shabbily dressed person will find it very difficult to convince the other person. Remember the first impression is the last impression and one has to be very careful about it. Let us suppose if you go to a shop where the shopkeeper is not smartly dressed, has a very casual approach and is almost half asleep, will you feel interacting with him? You will obviously not bother to even listen to him. Jack went in a t shirt and denims for a business deal. The other person assumed that Jack himself is not serious about the deal and thus did not take much interest in the negotiation. Smart dressing does not mean wearing expensive clothes; instead it is dressing appropriately according to the occasion. Prefer wearing formals for business deals and do not forget to polish your shoes for the desired impact. People do look at your shoes. It has been observed that impatient individuals are poor negotiators. You need to convince him and that requires patience. Be flexible and learn to compromise. If you are the first one to accept something, you will not become unimportant or lose anything, instead the other person would look up to you and both of you will gain whatever you want. One has to trust the second party for a better negotiation. Not all people are bad; there are people who are really good and helpful. One should not always think that the other person would do harm to him. The second party is there just to do business; he is absolutely not your enemy. If he is wearing a nice shirt, do take the initiative to give him a compliment. Treat him as a friend. One should never be arrogant. He is also representing his company just like you. Order coffee and some snacks. It will help in breaking the ice and strengthening the bond between the two parties. Do remember that one should not be too casual and over friendly. Be professional in your approach. Once your deal is closed, do sign a contract in presence of both the parties. The minutes of the meeting must be circulated among all the participants for better clarity. Enhance your listening skills for a better negotiation. Listen to the other party as well. He might come up with something interesting and beneficial to you as well. One should never underestimate the second party. Be a little tactful and diplomatic. Being diplomatic does not mean being clever. There is a difference between the two. One needs to be intelligent and should know what to speak and what not to speak. Analyze the situation and respond accordingly. Apply your brains and react in an appropriate manner. If you feel your statements would sound foolish in the particular situation, it is better not to speak.

Chapter 3 : How Important is Personality in Negotiations? | Gower Publishing's Blog

Personality research provides valuable lessons in predicting an individual's ability to negotiate effectively. Some traits are clearly indicative of good negotiation potential, while others are.

Feb 15, Jonathan Farrington People negotiate differently and behave differently during the negotiation process. We can observe different styles of negotiation and how different types of behaviour can affect the outcome of negotiations. In commercial negotiations, some people negotiate quickly and take risks, others take their time and try to avoid risk. Some buyers are very loyal, others will automatically shop around. Some negotiators can be quite intimidating to the point of being rude; others are quite passive and easily manipulated. This makes selling and negotiating a real challenge. To negotiate with all these different buyer types we need to be able to adapt our behaviour and be flexible in our approach. To begin this process we can look at two aspects of buyer behaviour; assertiveness and responsiveness. People who are assertive are confident and know what they want. They are not afraid to put forward opinions and are willing to listen to the opinions of others. They are not afraid of conflict and will be more than happy to argue their case. People who are highly assertive can be seen as being aggressive while people who lack assertiveness are often passive and get taken advantage of. There are times when it is appropriate to be more or less assertive and we need to recognise when these times are. Responsiveness means the extent to which people are willing to respond to us and our questions. Some people are highly responsive and will give lots of information about themselves, their problems and needs. Others are unwilling or unable to respond in this way and we see these people often as being negative or difficult. We are all different and some of us are naturally assertive and some of us are not. Salespeople tend to be quite responsive, but sometimes we lack assertion. An example of this is during negotiations. When customers put us under pressure to reduce prices or give discounts we find it difficult and uncomfortable and worry about damaging the relationship with the buyer. There are four basic styles of behaviour and these are determined by the way, in which people relate to one another. How can you ensure that you approach people in the correct way? In the Social Styles Model there are four basic "styles" or preferred ways of interacting with others. People become most comfortable with that style, in themselves and others. Measures the degree to which a person is seen as attempting to influence the thoughts, decisions or actions of others either directly by tell behaviour or by questioning, e. Is risk-taking, fast-paced, challenging. Is co-operative, deliberate actions, minimising risks. Measures the degree to which a person either openly expresses their feelings or controls their feelings. The ends of the scale are "control" and "emote". Is disciplined, serious, and cool. Is relationship oriented, open, and warm. The two scales combine to give a two-dimensional model of behaviour, which will help you to understand how others perceive you. The dimensions of behaviour will also help you to plan how you can deal more effectively with people of different Social Styles.

Chapter 4 : How Relevant is Personality to a Negotiation? - Spend Matters

Personality in negotiation is very important because it helps people communicate on equal ground. Find out about the importance of personality in negotiation with help from an expert in peak.

Sales Success negotiation skills , self-confidence Some people are good at negotiating in their own interest, and some people are not. Which one of these types of people do you want to be? One of your main jobs in life, one that will lead to increasing levels of self-confidence, is to become more effective in influencing others by learning great negotiation skills and choosing good questions to ask. In the many studies that have been done on effective negotiators, we find that they all have basically the same qualities and characteristics. Negotiation Skills are Learnable Contrary to popular belief, top negotiators are not hard bargainers and tough-minded personalities. They are not aggressive and pushy and demanding. They do not coerce their negotiating partners into unsatisfactory agreements. The best negotiators are invariably pleasant people. They are warm, friendly and low-keyed. They are likable and agreeable. They are the kind of people that you feel comfortable agreeing with. You have an almost automatic tendency to trust someone with great negotiation skills and to feel that what they are asking for is in the best interests of both parties. The Top 3 Negotiation Skills Skilled negotiators are usually quite concerned about finding a solution or an arrangement that is satisfactory to both parties. In negotiating of any kind of contract, whether buying or selling anything, there are some basic negotiating skills that you need to learn in order to get the best deal for yourself and to feel happy about the results. Click here to get my Sales Prospecting Checklist. For example, in buying a house, both parties might start off arguing and disagreeing over the price. They begin with the position that the price is the most important thing and that is all that has to be negotiated. The skilled negotiator, however, will realize that price is only one part of the package. By using good negotiation skills, this negotiator will help both parties to see that the terms of the sale are also important, as are the furniture and fixtures that might be included in the transaction. Price is not always the most important thing in a sale and it is important to show the customer other benefits they are receiving. They concentrate first on getting agreement on all the parts of the contract that the two parties have in common before they go on seeking for amicable ways to settle the other issues. They also take the time to prepare good questions to ask to get clarity and understanding on each point as they go along, so that there is no confusion later. The more and better prepared you are prior to a negotiation, the more likely it is that the outcome of the negotiation will be satisfactory for all parties involved. Preparation requires you do two things. First get all the information that you can about the upcoming negotiation. Second, think the negotiation through carefully, from beginning to end, and be fully prepared for any eventuality. The first kind of information you need is about the product or service, and the person with whom you will be negotiating. You obtain this information by choosing good questions to ask that are well thought out. In this sense, information becomes a form of power, and the power is always on the side of the person with the best information. Take Action and Gain Self-Confidence! There is nothing that raises your self-confidence faster than to feel that you have been successful in negotiating a contract and that you have gotten a good deal as a result. And there is nothing that will lower your self-confidence faster than to think that you have been out-negotiated into a poor deal that you will have to live with. Therefore, negotiating skills are an important part of your personality development and of your sense of personal effectiveness and self-confidence. When you are a good negotiator, your self-confidence is higher and you feel more positive toward yourself and others in everything else that you do. Thank you for reading my blog on negotiation skills and building self-confidence while learning them. Please share it with your friends and click the button below to download my free sales prospecting checklist.

Chapter 5 : Role of Personality in Negotiation

People negotiate differently and behave differently during the negotiation process. We can observe different styles of negotiation and how different types of behaviour can affect the outcome of negotiations.

We can observe different styles of negotiation and how different types of behavior can affect the outcome of negotiations. In commercial negotiations, some people negotiate quickly and take risks; others take their time and try to avoid risk. Some buyers are very loyal, others will automatically shop around. Some negotiators can be quite intimidating - to the point of being rude; others are quite passive and easily manipulated. This makes selling and negotiating a real challenge. To negotiate with all these different buyer types, we need to be able to adapt our behavior and be flexible in our approach. To begin this process, we can look at two aspects of buyer behavior - assertiveness and responsiveness. People who are assertive are confident and know what they want. They are not afraid to put forward opinions and are willing to listen to the opinions of others. They are not afraid of conflict and will be more than happy to argue their case. People who are highly assertive can be seen as being aggressive, while people who lack assertiveness are often passive and get taken advantage of. There are times when it is appropriate to be more or less assertive and we need to recognize when these times are. Responsiveness means the extent to which people are willing to respond to us and our questions. Some people are highly responsive and will give lots of information about themselves, their problems and needs. Others are unwilling or unable to respond in this way and we see these people often as being negative or difficult. We are all different - some of us are naturally assertive and some of us are not. Salespeople tend to be quite responsive, but sometimes we lack assertion. An example of this is during negotiations. When customers put us under pressure to reduce prices or give discounts, we find it difficult and uncomfortable and worry about damaging the relationship with the buyer. There are four basic styles of behavior and these are determined by the way in which people relate to one another. How can you ensure that you approach people in the correct way? In the Social Styles Model there are four basic "styles", or preferred ways of interacting with others. People become most comfortable with that style, in themselves and others.

Chapter 6 : How Your Personality Type Affects Your Negotiation Style

Negotiation is a scary thing. Whether you're a college grad advocating for a salary bump for the first time, or a seasoned employee who needs to convince their bosses to allocate a bigger budget.

You learn it in the real world. Have you ever bought a car? Our jobs as insurance agents require that we negotiate, especially with underwriters. Negotiate well, and we secure coverage for our clients and capital for our carriers. Negotiate poorly and you could lose time, money and customers. The art of negotiation is a critical skill, to be used not only with your underwriters, but on a regular basis with others. They like order, logic, facts and statistics. In a negotiation, however, other personalities may regard this obsession with minutiae as a barrier to progress. Communicators become emotionally invested in negotiations and strive to accommodate all parties involved. Deceive a communicator during a negotiation, and you may never regain his or her trust. Finally, there are the interactors. They are the cheerleaders of the group. They spur on negotiations with their energy and optimism. We can do that, no problem! In negotiations, as in life, some personalities mesh better than others. Every personality has an opposite personality, one with contrary traits. A person with your opposing personality is usually your complementary match in marriage, and your nemesis in negotiation. Communicators will belabor a negotiation until all parties are satisfied, while directors want negotiations to end as quickly as possible. Processors delight in the details, the very thing their opposite personality, the interactor, despises. So what do you do when your boss is a director and you are a communicator, or when you are an interactor and your underwriter is a processor? Throw up your hands? You adjust your negotiation style. There are techniques for working with any personality. With directors, be succinct. Remember, they despise fluff. Give them deadlines and an agenda. Discourage deviations from the plan. Do your homework when working with a processor. Most underwriters are processors. Get the facts and details on the risk or property from your client before meeting with a processor underwriter, and negotiation will go more smoothly. Most insurance agents, on the other hand, are communicators. We are concerned with taking care of people. When negotiating with a communicator, slow down, be patient and play fair. This is an important step. By identifying who truly has the power in a negotiation, we discover that we usually have more of it than we thought. A negotiator can wield four types of power: Legitimate power comes from a title or a position. When you, the agent, negotiate with an underwriter, who do you believe has the legitimate power, you or them? Agents often mistakenly believe that the underwriter, by virtue of his or her title, is in charge of a policy negotiation. Underwriters have the power to reject a risk, yes, but remember, they want your business. The underwriter would rather make a sale than exercise this veto power. And it is information power. The underwriter may know more about a policy than the agent, but the agent knows more about the client and the risk. Do your research and share your findings judiciously to increase your influence over the negotiation. Closely related to information power is expertise power. Expertise power is largely a matter of perception. Experience provides expertise power, but so does confidence in your abilities. Be confident that you can negotiate a compromise and you probably will. Situation power lies with the person who makes the decisions. Who has the most situation power depends on the circumstances. Believe it or not, in most insurance scenarios, the agent has the most situation power. You would think the power lies with the customer, who may decide not to purchase a policy, or worse, cancel an existing one. The customer is also your client—a client who defers to your opinion when it comes to insurance. So in reality, you, the agent, have the situation power. Who has the legitimate power? Who has the information power? Who has the situation power? Who has the expertise power? You can claim that too. With your reconnaissance and strategizing complete, you are ready to negotiate. Too often, we think of negotiating as a tennis match. The agent serves a proposal. The underwriter returns with a rejection. The agent volleys back with a new consideration. The underwriter bankhands another refusal. Determine what you want out of the negotiation, as well as what your opponent wants. This is when you unsheathe your second weapon: Perhaps the reinsurer considers the stove a fire hazard, or maybe a carbon monoxide risk. Would carbon monoxide detectors mitigate the danger? What if you put a fire extinguisher in every room, or covered the kitchen in fire-resistant

paint? You may have to return to the client or a wood-burning stove expert to learn more about the risk, but this minimal effort will maximize your chances of getting what you want. Hammering out your compromise. Most people believe that step three is the negotiation, but we know better. A successful negotiation, one that satisfies both parties and leads to more amicable business dealings, begins long before the two parties pin down the details and shake hands. Step three, however, can be the most daunting—a point of no return. You either hit the numbers or lose your shirt in step three. To ease you through this sometimes frightening and stressful step, keep the following tips in mind. Hinging the negotiation on one issue is like being trapped in a burning high rise with a rickety fire escape: If you get stuck on the wood-burning stove issue, move on to another. Your chances of success increase with every option you have. If you name a price first, you give away information power. Let your opponent name the price. This way, you are the one with the superior knowledge. Having a limit gives you a negotiation goal. Staying true to your limit will keep you from paying too much or accepting too little. If the discrepancy is too great, go elsewhere. Never accept an offer below your bottom line. Even the most naive negotiator knows not to reveal the best deal first. But my business card stayed behind. My husband begged to go back. Both my husband and I had our dream-mobiles. Did I take a gamble? But new opportunities come along all the time. Wait for the one that meets your standards. Appear relaxed and confident as you make your deal. If possible, do your bargaining well in advance of deadlines so you can be relaxed and confident as you make your deal. Tell a few jokes. Your negotiation with this person could mean the beginning or end of a long and mutually beneficial business relationship. Her Web site is www.

Chapter 7 : How To Negotiate With The Four Personality Types

Everyone is different. People's behavior and negotiation tactics differ from one person to the next. Therefore it is important to understand how personalities affect negotiations.

Social Media as a Negotiatingâ€¦ People negotiate differently - and behave differently - during the negotiation process. We can observe different styles of negotiation and how different types of behavior can affect the outcome of negotiations. In commercial negotiations, some people negotiate quickly and take risks; others take their time and try to avoid risk. Some buyers are very loyal, others will automatically shop around. Some negotiators can be quite intimidating - to the point of being rude; others are quite passive and easily manipulated. This makes selling and negotiating a real challenge. To negotiate with all these different buyer types, we need to be able to adapt our behavior and be flexible in our approach. To begin this process, we can look at two aspects of buyer behavior - assertiveness and responsiveness. People who are assertive are confident and know what they want. They are not afraid to put forward opinions and are willing to listen to the opinions of others. They are not afraid of conflict and will be more than happy to argue their case. People who are highly assertive can be seen as being aggressive, while people who lack assertiveness are often passive and get taken advantage of. There are times when it is appropriate to be more or less assertive and we need to recognize when these times are. Responsiveness means the extent to which people are willing to respond to us and our questions. Some people are highly responsive and will give lots of information about themselves, their problems and needs. Others are unwilling or unable to respond in this way and we see these people often as being negative or difficult. We are all different - some of us are naturally assertive and some of us are not. Salespeople tend to be quite responsive, but sometimes we lack assertion. An example of this is during negotiations. When customers put us under pressure to reduce prices or give discounts, we find it difficult and uncomfortable and worry about damaging the relationship with the buyer. There are four basic styles of behavior and these are determined by the way in which people relate to one another. How can you ensure that you approach people in the correct way? In the Social Styles Model there are four basic "styles", or preferred ways of interacting with others. People become most comfortable with that style, in themselves and others. Task, rather than people oriented Decisive and determined Set on efficiency and effectiveness Likes control, often in a hurry Firm, stable relationships.

Chapter 8 : Do personality types impact negotiation outcomes? – Personality and Negotiation

A handful of personal characteristics and social attributes contribute to successful negotiations. Nobody has all the traits of a world-class negotiator, but these skills are worth developing if you hope to improve your negotiation skills and your life. Respect closely follows empathy. In order to.

Hire Writer Over the years, negotiation has been a tactic used for different situations whether personal or professional. In theory, negotiation concepts and terms have been used to understand and analyze the purpose of negotiation by evaluating different characteristics. To better understand the concept of negotiation, the roles of communication and personality in negotiation and how they contributed to or detracted from the negotiation is analyzed. In the process of negotiation, two parties usually resolve a situation using the process of perception to connect in their surrounding environment. However, negotiation is the bargaining between two parties who are trying to attain or win a situation, utilizing the key concepts of managing interdependence, engaging in mutual adjustment, creating value, and managing a conflict. Although these key concepts are the stepping stone in the function to negotiate, communication and personality roles in negotiation usually determines the different areas of communication and personality that analyzes different non verbal communication levels, communication channels, listening, and the five big personality factors in negotiation. Thus conflict also plays an important role where decisions and goals are perceived. In the role of communication, the acceptable functions of questioning, active listening, positive eye contact and body language, and non polarizing language usually encodes and decodes messages that are been carried from one party to another which then results in a positive or negative feedback. Hence, the function of questioning in negotiation is used by an arguing party when they are trying to find out the sole purpose of the other parties goal in order to reach an understanding. This function questioning, is communicated through eye contact when a question is been asked, head nods to reveal understanding, and gestures to demonstrate the question. Also, questioning can take place face to face, on the phone or even through e-mail. These levels of communication described may be known as non verbal or different communication channels used in many functions of negotiation. A person who is in a negotiation may attain the factors of extroversion, agreeableness, conscientiousness, and emotional stability. A person who has the personality trait of being extroversion is more relaxed and very confident, but needs stimulation to express emotions extraversion, Agreeableness as a personality is one trait that comes out when both parties can agree on the similarities of a situation to close their bargaining. Conscientiousness displays emotion at its best when an individual is trying to get over on someone, but does not care because they are the one who will come out on top at the end of the situation. Moreover, emotional stability can be described as an individual who keeps a poker face in any situation. This personality trait is perceived by others as power. Conflict in negotiation usually arises when two parties are negotiating for different goals. There are four levels of conflict; intrapersonal conflict that happens within a person, interpersonal that happens between two individuals, intergroup happens within a group, and intergroup that happens between groups. On a whole, conflict is what leads to negotiation in regard to solving a problem for a win-win situation. Scenario As mentioned in the above, negotiation has been a tactic used for different situations whether personal or professional. In this scenario, a sales representative at ADT security Systems was contacting a previous ADT customer who has an inactive alarm in their home. In addition, when the customer was contacted, the sales rep asked the customer if they wanted to be reactivated for free as a part of a special promotion that ADT was offering. As a result, the customer was very perceptive because of constant bad experiences with ADT as a security service provider. Because of these poor happenings, the customer went to the competition of ADT which is brinks as a security service provider. Furthermore, the customer told the sales representative that he would go back to ADT if he could get a credit towards a new alarm system or a lower monthly than what he is currently paying with brinks. Being in sales, the sales representative asked the customer if maintenance was included in the monitoring charge maintenance is an extra charge for malfunctions of systems where the company comes out and fix for free the customer said no. In contrast, the sales representative told the customer that she can offer him a monthly plan that includes maintenance and an

extra two months free. On a negotiated aspect, the customer started declining, saying that was not enough and wanted more, so the sales representative began offering him free equipment in exchange for him paying the monthly that she was offering. Thinking is what the customer was doing, he eventually caved to the sales representative terms, got his free equipments, and the sales rep got her sale at a higher monthly than what the customer was paying for brinks. By contrast, this situation was a win-win situation for both the customer and the sales representative at ADT security systems. Negotiation occurs when there are conflicts to be resolved. These conflicts may arise when two parties cannot agree or when two parties needs to resolve a problem. The process of negotiation has been used for many years covering the areas of sales or contracts. Some negotiations are of win-win situations and some or not, depending on the dilemma. Is it necessary to negotiate? Negotiation brings out characteristics in situations to decode messages that are perceived the wrong or right way. Negotiation is the tool of effectiveness to get the problem solved efficiently. Negotiation chapter 5, the McGraw Hill companies Retrieved on September 30th, , from <https://www.mhhe.com/management/5e/chapter5/> Retrieved on September 30th, , from <http://www.mhhe.com/management/5e/chapter5/> When thinking about negotiations, car purchases, salary increases, and buying new homes are obvious examples of [Dimensions Of Negotiation Pages: An effective team that aims to accomplish manageable results needs goals, communication, and conflict management. What the](#) [Introduction to Negotiation Pages: We are constantly negotiation with ourselves, our family, friends, business, etc. Every activity that](#) [Honesty in Negotiation Pages: For instance, he mentions concealment or failure to reveal as a form of acceptable](#) [Types of Power in a Negotiation Pages: Referent- power that comes from admiration or respect from others subject to such power Reward- power that comes from using rewards as a](#).

People negotiate differently - and behave differently - during the negotiation process. We can observe different styles of negotiation and how different types of behavior can affect the outcome of negotiations. In commercial negotiations, some people negotiate quickly and take risks; others take.

Therefore it is important to understand how personalities affect negotiations. Some people would rather have quick negotiation and are willing to take the risk; others take their time and are more risk averse. Some are aggressive and can be intimidating while others can be passive and seem easily manipulated. There may also be times when it is more appropriate to be one way or another. Louis , Jared R. Positive beliefs about negotiation, such as comfort with negotiation skills and the belief that you can improve. Conflict style, such as the inclination to collaborate rather than compete, and ethical tendencies, including willingness to make false promises. Intelligence and creativity, as measured by diagnostic tests. Personality traits, including conscientiousness, openness, and self-esteem. Observable characteristics, such as gender, age, and physical attractiveness. After the surveys, the students were split up in groups and engaged in a round-robin method of negotiation. A successful negotiation is one that satisfies both parties and leads to a more amicable outcome that will foster a healthy long-term relationship. In an online article posted by Jonathan Farrington, he describes four styles of behavior and how to deal with each style. This divides the characteristics describing personality into five dimensions of personality. The traits listed are meant to describe the degree of likelihood of a person displaying the characteristic. Which side of the Spectrum do you fall under? Dimotakis, Conlon and Ilies Agreeable people have the tendency to create a fair environment, while people low in agreeableness are less likely to do the same. This is not to say one is better than the other, rather there are areas where one would be more suitable than the other. In example of a lawyer, being low in agreeableness could be a benefit in legal proceedings. Remember that each negotiator is different and each negotiation is different as well. The more prepared you are, the more chances you have at succeeding. Flat World Knowledge, Intelligence and Personality Matter in Negotiations. Rai, Snigdha, and Ajith Kumar.