Extra Income from Negotiating Job Offer

- Age 22: Gap is $4,000
- Age 65: Gap is $14,258

Extra Income is $627,354

Extra Income from Negotiating Job Offer

- Age 27: Gap is $7,000
- Age 65: Gap is $21,523

Extra Income is $839,412
**Percentage of Students Who Negotiated Their Job Offer**

- Women: 12.5%
- Men: 51.5%

**Men Initiate Negotiations More Frequently Than Women**

- Women: 2.3%
- Men: 23.0%

**Percent Choosing to Negotiate**

- Payment:
  - Women: 38.1%
  - Men: 59.3%

  p<.05

**Percent Choosing to Negotiate**

- Payment:
  - Women: 38.1%
  - Men: 48.6%

  p<.05

- Decorations:
  - Women: 24.1%

  p<.01 inter
The Gender Gap (Favoring Males) Is Largest When...

There is a lot of uncertainty about how much you could get
- Salary versus bonuses
- Occupations with standardized salaries versus large variation in salaries

The topic of negotiation is more masculine
- Masculine: women got 37% of the pie
- Feminine: women got 48% of the pie

<table>
<thead>
<tr>
<th></th>
<th>Male Employees</th>
<th>Female Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Ask</td>
<td>5.94</td>
<td>5.26</td>
</tr>
<tr>
<td>Ask</td>
<td>6.19</td>
<td>4.63</td>
</tr>
</tbody>
</table>
Women Can Be Great Negotiators, But...
They need to pay attention to HOW they negotiate.

Effective Negotiation Strategies: Pay Attention to How You Ask
- Problem solving vs. “This is war” approach
- Positive vs. negative (framing and emotion)
- Persuasion rather than coercion
- Relationship oriented vs. distant
- Group goals rather than individual goals
- Cooperative vs. competitive
- Assertive vs. aggressive
- Encouraging vs. threatening
- Options vs. ultimatums

Self vs. Other

With and Without Agentic Prime
The Negotiation Gym: Getting in Shape
Practice, practice, practice
• Week 1: Easy Warm Ups
• Week 2: Stretch Out
• Week 3: Pile it On
• Week 4: Step it Up
• Week 5: Go Long
• Week 6: Play out of Bounds

Roleplaying 101
• Write down your plan
• Recruit a friend
• Brief your partner
• Rehearse several times
• Debrief
• Repeat