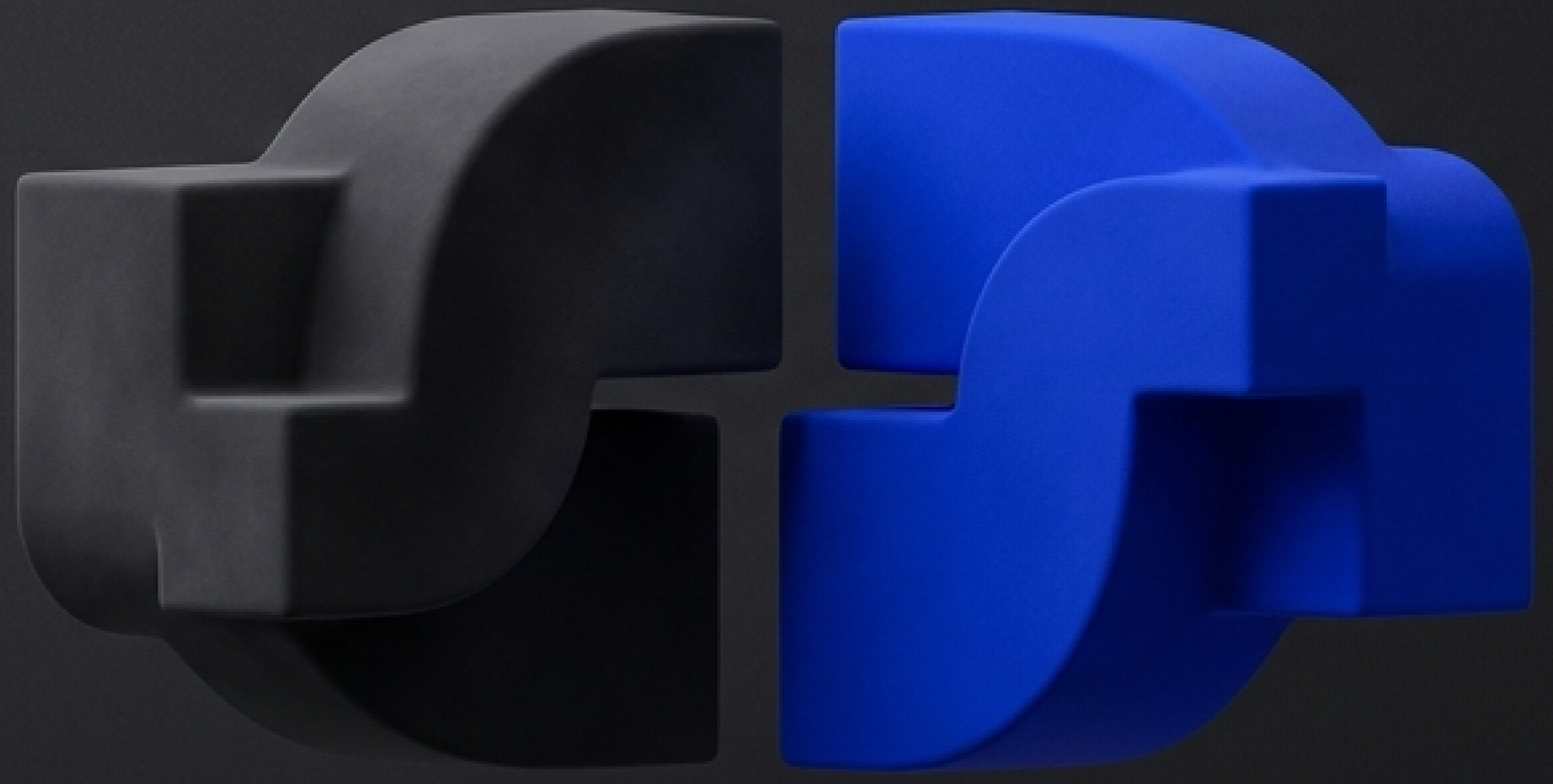
The Negotiation Framework



Turning Compensation Conversations into Collaborative Strategy

The Old View

Conflict.
Winner vs. Loser.
Dread.

Most people dread negotiation because they see it as a battle. A zero-sum game where one side wins and the other loses.

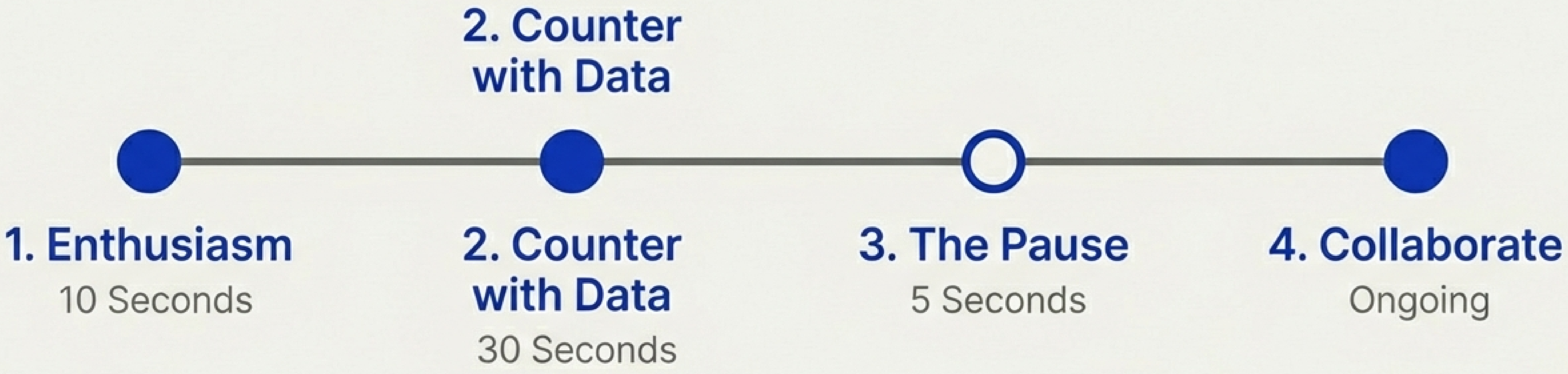
The New View

Collaboration.
Problem Solving.
Strategy.

The employer wants to hire you—they chose you. You want to work there. The negotiation is simply finding the terms that make that happen.

Negotiation is a Conversation, Not a Battle.

The 4-Step Negotiation Arc



A structured conversation keeps emotions out and strategy in.

Step 1: Express Enthusiasm

Start Warm. Stay Professional.

Never negotiate from a confrontational stance.

Use the first 10 seconds to set a collaborative tone.

If you skip this, you risk triggering defensiveness.

I'm really excited about this opportunity. I believe this role is a great fit, and I believe I can make a significant impact.

Step 2: The Counter

Anchor High, Backed by Data.

Based on my **research** of **market rates** for this role and considering my specific experience in [X], I was hoping to discuss a base salary in the **range** of $[X] to $[Y].

Step 3: The Power Pause

STOP TALKING.

Count to 5 slowly. The inclination to fill silence is overwhelming. Resist it.
The first person to speak after a number is presented loses leverage.

Step 4: Collaborate

Position Yourself as a Partner.

Shift the dynamic from “Me vs. You” to “Us vs. The Problem”.

I understand the budget constraints. How can we work together to get to a number that works for both of us?

Invites them to solve the problem with you.

The Negotiation Script in Action

I'm really excited about this opportunity...

Based on my research of market compensation...

• • •

[5 SECOND PAUSE]

How can we work together...

Memorize the flow. When the moment comes, muscle memory takes over.

Expect Resistance. Stick to the Script.

No plan survives contact with the enemy—unless you have a script. Employers have scripts too; their job is **to manage the budget**. **Your job is to maximize value.**

- This is our final offer.
- We don't negotiate.
- What are you currently making?
- We need an answer today.

Tactic 1: The “Final Offer” Reframe

The Blocker

“This is our final offer.”

Reality: It is rarely the final offer.

The Solution

I understand. Can we explore other components like signing bonus, equity, or start date flexibility?

Pivot to the full package.

Tactic 2: The Policy Blocker

The Blocker

"We don't negotiate."

Reality: Everything is negotiable given time.

The Solution

I appreciate that. Would you be open to a performance review after 6 months with a guaranteed salary adjustment?

Trade time for money.

Handling Pressure and Privacy

The Salary History Trap

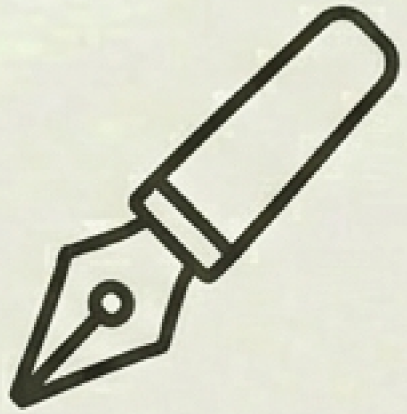
I'd prefer to focus on the value I bring and the market rates for this specific role.

The Time Crunch

I want to make a thoughtful decision. Can I have 48 hours?

Don’t Wing Your Financial Future

Leverage AI to Simulate the Room.

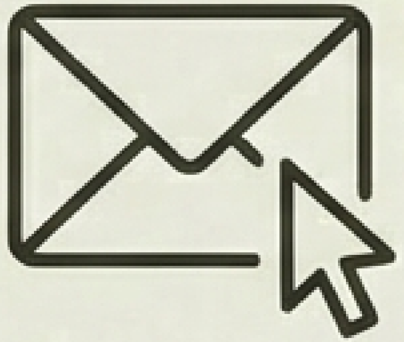


Script Writer

Use AI to draft your “Counter with Data” paragraph based on your specific experience.

Role-Play Mode

Use AI voice mode to practice the “Pause” and handling objections.



Email Drafter

Use AI to tone-check your follow-up emails for “collaborative confidence”.

The Negotiator's Cheat Sheet

DO	DON'T
- Be enthusiastic - Use data ('Because the market shows...') - Pause after the number - Collaborate	- Apologize for asking - Fill the silence - Focus on personal financial needs (rent/loans)

Remember: If you don't ask, the answer is always no.

Your Next Moves

- ☐ Research market data to set your anchor.
- ☐ Draft your 4-Step Opening Script.
- ☐ Role-play the “Silence” (count to 5 slowly).
- ☐ Prepare 3 “If/Then” responses for common tactics.

Next Lesson: Negotiating the Full Compensation Package.