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who want to bargain effectively without compromising themselves or their values.”—Michael Wheeler, Harvard Business School, coeditor of *The Negotiation Journal*

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Key Lessons from

“Bargaining for
Advantage” 1. Be

familiar with your

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capabilities 2. A process of utmost importance 3. Cultural differences in negotiations. Be familiar with your capabilities. The successful negotiator is aware of its pros and cons and uses that knowledge in social interactions.

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in negotiations is
knowing yourself, so
participants in the
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complete an
evaluation that
identifies their

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personalities and
negotiating habits.

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The top advantages
and disadvantages of
collective bargaining
look at how the
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six most important
factors to consider are

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as follows: (1) bargaining style; (2) goals and expectations; (3) standards and norms; (4) relationships; (5) the other party's interests; and (6) leverage. Shell addresses each of these, in turn, in the first six chapters of *Bargaining for Advantage*. 1.

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Indeed, a recent
summary of more
than thirty-four
bargaining

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experiments performed between 1960 and 1980 concluded that a hard-line bargaining strategy (open high and concede slowly) is the best approach to transactional bargaining, especially if direct communication between the parties is limited (as may be the case in a home sale

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or any other
transaction mediated
by a broker).

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