

Quadrant II Newsletter

Research shows that the difference between leaders who derail in their career and those that soar to great heights is social skills. Social skills appear in the second quadrant of Stephen R. Covey's Importance-Urgency matrix: social skills are important to a career but not urgent (Covey is author of the top-selling business book *The 7 Habits of Highly Effective People*). Quadrant II provides an opportunity for business and technical professionals to learn and try out new social skills based in science.

14Oct2016, author: Valerie Patrick, PhD, *A Simple Way to Improve Negotiation Performance*

Quotable (*Key Message*)

Power priming is a simple way to improve negotiation performance.

Quantify (*The Science*)

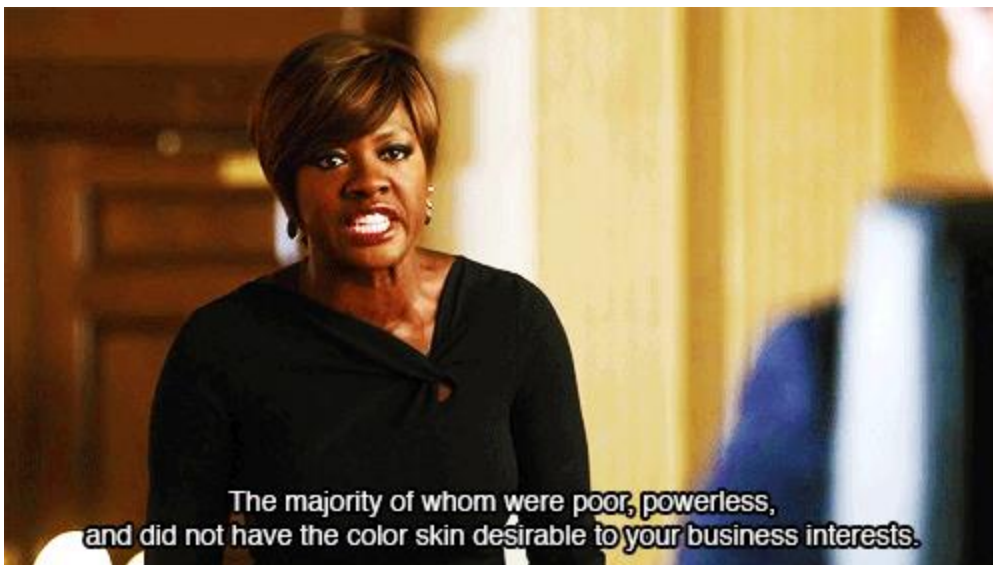
Dr. Linda Babcock described a recent study on the “Science of Success: Social Secrets” podcast (see Episode 22 at <http://scienceofsuccess.libsyn.com/podcast>) in which the technique of power priming improved the negotiation performance of women relative to men. Dr. Babcock has found in her research that men often outperform women in negotiation for a variety of different reasons. Dr. Linda Babcock is well-known for her work in negotiation. Dr. Babcock is the 2007 winner of the Jeffrey Z. Rubin Theory-To-Practice Award by the International Association for Conflict Management (IACM), an award given every two years to a person who has made a significant impact in the practice of negotiation. Dr. Babcock is also author of *Women Don't Ask: Negotiation and the Gender Divide* which was named by Fortune Magazine as one of the 75 smartest business books of all

time.

Qualify (*Put into Practice*)

The next time you are facing an important negotiation, in addition to proper preparation (i.e., <http://www.businessknowhow.com/growth/negotiations.htm>), try the technique of power priming. To power prime, identify and then write about at least three instances from your past when you were assertive and got what you wanted.

Quip (*Fun*)



You don't have to be mean like Annalise on "How to Get Away with Murder" to be a good negotiator, but you do need to know what you want and be assertive to get it.

Quest (*Resources*)

Fulcrum Connection LLC believes that barriers to working together can be eliminated. To do this, Fulcrum studies and applies behavioral and cognitive science to our products and services (see www.fulcrumconnection.com).

Learn more the salience challenge that is enabling the gender leadership gap here: <http://fulcrumconnection.com/blog/the-power-of-authenticity/>.

About Fulcrum Connection LLC

Fulcrum Connection specializes in instructional design, training, speaking, facilitation and consulting to develop skills in leadership, innovation, sustainability, troubleshooting teamwork, and managing technical professionals.