**Collective Recipe for Success**
**Negotiation Class 2016**
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Students in this course were assigned to write a recipe for success given their own needs and values rather than a general recipe for others.  To get some ideas, they were assigned to read the Schneider et al. piece, Cooking Up a Deal: Negotiation Recipes for Success.

The following is the list of ingredients in their recipes.  Although some recipes indicated particular quantities, this list does not reflect those weightings.  It does indicate in parentheses the number of recipes (out of 22) that included these ingredients.

## Interpersonal Mindset
Empathy (9)
Sympathy / compassion / good will / kindness / thoughtfulness / love (9)
Respectful relationships (4)
Building trust
Understand client and client's desires (2)
Understand opposing party and opposing party's desires (6)
Forgiveness
Humor (and a smile) (6)
Anxiety (just a pinch)

## Good Communication
Active listening (including listening to what is NOT said) (12)
Openness (3)
Effective communication / responding (3)
Comfort with and embrace of silence (2)

## Strategic Approach
Optimism, positive energy, and passion (6)
Patience (10)
Persistence (4)
Honor, values, and pride (3)
Intelligence / analysis / logical reasoning / positive intelligent thinking (5)
Creativity, imagination, improvization, and curiosity (10)
Common sense (2)
Confidence (even if you don't feel it) and demonstrating a presence (9)
Flexibility (6)
Assertiveness / firmness / sass / competitiveness / playing hardball (6)
Humility (3)
Skepticism (4)
Self-reflection

**Negotiation Skills and Techniques**
Dedication and work ethic (3)
Legal research and knowledge (3)
Planning and preparation (7)
Careful consideration
Determining reasonable, mutually acceptable outcomes (4)
Reality-testing
Highlighting one's client's contribution to the deal
Discretion (not showing all your cards)
Not splitting hairs
Respectful implementation of negotiation plan
Knowing when to walk away
Learning from mistakes

**Have a Way to Get Paid**

**But . . . NO Fear of Failing**