Objectives

• Describe the self-examination process

• Identify methods of negotiation

• Discuss one way to create a new professional role

Self Examination
Self Analysis
• Why do this?
  • Lose the ego. Who are you really?

• Available Tools
  • Reflected Best Self Exercise
  • MBTI®
  • DISC®
  • FIRO-B®

Begin To Build Your Self Portrait
  • Pioneer/leader
  • Big picture thinker
  • Follower = rear of wagon train
• What drives you?
• What do you value in daily life?
• What is motivating you to change at this time?

Authenticity
• What does it mean to you?
• How will it frame your negotiations?

Navigating Personal Change
• Linda Brimm’s 7Cs
  • Complexity
  • Clarity
  • Confidence
  • Creativity
• Commitment
• Consolidation
• Change
Evaluating the Landscape

- Local resources
- Professional/social network
- National organizations

Timing
- Related to your life
- Related to your career choice
Market
• How is it?
• Economic environment $$$

Negotiating the Offer
• Know the person you will negotiate with (perceiver)
• Timing related to that person’s workload
• Explain **why** you are negotiating
• **Reinforce** you are on same team

**ART OF NEGOTIATION**

**View Points**

1. Perceiver
2. Negotiator

**2 Phases of Perception**

• Phase 1
  • Person’s own belief system
  • Own values
2 Phases of Perception

- Phase 2
  - Use the 3 lenses of perception
    - Trust
    - Power
    - Ego

The Negotiator

- Mastering your brief

One Woman’s Journey
What is your first step?
What is my purpose?
Expanding career options
Define aspirations
What is your passion?
Strengths
Weaknesses

What IS Holding You Back?
- Skill vs. will
- Going back to school
- Changing your employer
- Clinical
- Research
- Administrative
- Academic

Fear
- Change
- Unknown
- Novice
- Rejection

"An ability to smell fear is a quality I've never seen listed on a resume before."
My Story...

- Wanting a change
- Experience up to this point
- What is my purpose?
- Going back to school
- Creating a new role

1. Add value to your position
2. Let others know what you want to do
3. Ask others for their support
4. Develop a strategy for success
5. Learn new skills

Career Ladder

- Make yourself indispensable
- Don’t underestimate the competition
- Keep on networking
- Enhance your personal image
- Embrace change
• Get involved  
• Attend Business Meeting  
• Attend SIG meetings  
• Networking  
• Lecturing  
• Join a committee  
• Run for a board position  
• Write an article for the Journal

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