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# New Recruit Memo

The New Recruit negotiation was an interesting negotiation for me, because, as I found out after the scenario was over, my partner, who played the HR manager, did not follow the score sheet. This led to several interesting outcomes.

My strategy was to first casually talk about the nonmonetary issues to see if we could find agreement on them (which I found out afterwards were called *compatible* interests). I started off telling my partner that I really liked the people in Division A and I asked if the division were located in San Francisco. My opponent started giving me pushback on Division A. He wanted me in Division C. In addition, later on, he was trying to give me a lower salary by trying to get me to move to a lower priced city. He also tried to give me a salary below the lowest one listed on the sheet, offered to cover my moving expenses by dollar amount (not percentage) and tried to give me 12 days off. I later found out that he had the same incentive to put me in Division A and San Francisco. This made me upset – we had compatible interests, but didn’t reach an optimal outcome! After the negotiation my partner claimed that he though division meant something else and he wasn’t really looking at the score sheet.

While there is no prewritten score sheet in real life, this experience showed me that even if interests are compatible, people might not choose them. They might try to negotiate away from one of their interests. While they are harming themselves by doing that, they are also harming you by decreasing the size of the pie. I need to guard against this and be more assertive if I think the issue is in their interest.

We closed our deal in the final seconds of the negotiations. However, after totaling up my points, I was actually below my BATNA! I should not have done a deal! This also provides a cautionary story to always total up the points you have assigned to things before agreeing to a deal. (While in real life, you probably won’t be given points; it is a good idea to assign points to each dimension before negotiating, so your emotions don’t take over.) In addition, things get dangerous when time is running short. You may be pressured into a deal that is bad for you because of time pressure and the pressure to do a deal.

I have had situations negotiating for an internship where I felt that a particular provision would be mutually beneficial, however the employer was not willing to consider the provision because it was outside their standard protocol and it would be too much trouble to get an exception. Looking back, I was probably not negotiating with the right people. I need to become better at identifying the right person to negotiate with.