

Can You Hear Me Now

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Negotiation Simulation “Hearing what needs to be Said.”
by Mark Lefkowitz and Marshall Thurber debrief vs 5.1

THE DEBRIEF

Students & game players are asked to come to the front of the room and share the agreement they have made. Depending on time about 6 to 8 teams may share (more or less.)

Questions from facilitator.... How did you feel? Pressured? Trusting? Fearful? Did your agreement come easy? Were there any hurdles? What were your expectations of getting an employment deal done or holding back?

Was your partner *interested* in you and your values? Were you *interested* in your partner's values, goals, needs and objectives? Did you, or your partner do any information mining? (Asking questions) Sharing with the room takes place and the above are the facilitator chiming in with the sharing teams. Who else had similar experiences and feelings and would like to share?

Student teams come to the front of the room and share their deals and their experience of working together to come to a collaboration or.... Did one party slice the pie by offering a price at, below, or slightly above perceived fair market value? (The scarcity model or playing win /lose) ((for more advance students... by what method did you use to establish value leading to the terms/numbers/prices?))

Of course the objective is to get a deal done from a space of Win/Win! (the real name of this game should be “ The definitive guide to building a bigger pie by working together!”
vs SLICING ONE, (Or more accurately “TOGETHER WE ARE BETTER”)

Did anyone NOT make an agreement or deal? Please share the experience and how that happened? Sharing of the Breakdown of possibility (or more precisely *the lack of creating* collaboration takes place. “What we have here is a failure to communicate.”

Discussion with the teams as they explain the reasons for NOT making a deal. What were the walls that the parties could just not get over? Was it the situation? Your communication ability to connect? Your presentation skill? Was your vision not big enough or defined in details? Did you not create trust? Were you NOT being interested ? No information mining? Not asking the right questions to demonstrate gathering of DATA and not being interested?

Did anybody not share their secret? What are the feelings and emotion under “having a secret and not sharing it” **Did that affect your presentation?** Your eye contact? I better leverage my secret information for the sole purpose of my own benefit. How did you feel under that type of thinking, and strategy? Fear? Scarcity? Did you think that the non-disclosure put you in a better bargaining position? In essence did you think (FALSELY) that by not sharing you were in a stronger position. If you did not share

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your secret and you did not make a deal what does that say? Your strategy? Your ability to get out of your box?

What was it like negotiating knowing you had a one up-one-man-ship card hidden in your arsenal of weapons? Were you able to connect with the other party with authenticity? How was your eye contact and body language? It’s all about connection. Straight out of powerful presentations/present-ology) You must make the attempt to connect... to start the collaboration model. This is paramount and the key lesson.

If you did not share and you did not make a deal what does that say about your strategy/theory? More importantly your entrepreneurial intention to get it done when you must. The essence of the game is to have the ability to create collaboration. Priming and Framing SKILL makes all the difference. That is your ability to improvise on the fly. Being prepared with a plan B or use diversity/counterpoint to win a point.

MOST IMPORTANTLY YOU MUST MAKE THE ATTEMPT TO CONNECT AT A DEEP LEVEL WITH INTEGRITY!

The ability to PRESENT w tone, body language, sequence, words and being interested is critical! BE PREPARED with situation assessment or acquire w questions, create likeness, trust, authority, and reciprocity is key too. Example: Employee offering a piece of his patent to Employer might change the dynamic.

Brightness of the future vs. Darkness setting in because of a scarcity mindset based on satis-slicing (yes you read correctly satis-slicing, you satisfy your need and slice the pie taking your piece) These are the tools of the taker, the result, by not sharing information you both lose... NO DEAL, pushing Win/Lose and the result YOU BOTH LOSE (you thought you won, but both parties lost because the optimum result was not created)

Buckminster Fuller’s theory from Operating Manuel for Spaceship Earth. There is enough. Sharing is having more. Collaboration works best for in UNITY as there cannot be one! The Scarcity model says, “There is **not** enough”. Greed, I must take what’s mine before it is gone!

What is Scarcity? I need more. I live in fear of running out.
If I lived on a raft will hoarding help, or make me sink faster?

There were 4 ways to play, Win/ LOSE (the scarcity model), LOSE/WIN (martyr) LOSE/LOSE (revenge) or **WIN/WIN** (collaboration, unity and abundance model) One plus one can easily equal 3 (or more) is the takeaway from playing from the space of WIN/WIN. Mark shares that 1+ 1 actually equals 11.

Let’s talk about the secret! Where does it say you cannot or should not share it? **Via** **Negativa is a strategy.** What is *not said* is just as important as what is said. Omission vs.

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commission. Now in many cases you would not want to show your secret because of adversarial sides and in straight competition and litigious matters. This is not the case here. We certainly are not in a court battle. We are in a circle with an unlimited circumference.

We need to merge circles like the Olympic rings. This is a case whereby you can merge the benefits of the other person’s asset with yours and the power of compounding and leverage work in your favor.

This of course creates trust, integrity and GIVER” S GAIN That’s the real secret in this game. Discussion point.

Expand your horizon, wander widely, step out of your box, create what you need to create by being resourceful. Give yourself permission to cross boundaries for the greater good. *Sharing also creates reciprocity* which we will talk about in a few moments.

Presentation skill. How did you present, how did you communicate? When are you not presenting? Was your space coming from honesty, openness, trustworthiness and collaboration? What was your partner’s reaction to your presentation and asking questions thus beginning of the *ideation process*?

Ideation is when two or more people bounce ideas off of one another and each person adds diversity and builds the central theme. Soon a clear picture emerges with all the benefits of multifaceted thinking. The thoughts beget other ideas and soon it is growing. It becomes a vortex of intellect that can barely be tamed. The synapses begin to fire and bridges being built are the next metaphorical result.

Body language visual clues, head shaking are all part of the process and help you decide if you are heading in the right direction When do you continue to suggest, request, propose, and actually erect those bridges from a space of UNITY? Are you looking for clues and nods of acceptance before you zoom in and frame possibilities.

Getting to yes multiple times lets you know you are on the right track and creating amplitude. Are you fully cognizant and aware of those tells? From that you can gauge the optimal timing to ask for an acceptance, a closing requiring signatures, questions to enhance dialog, or simply a high five! Be aware of the timing to plot certain points.

Did you write the agreement down? (statute of frauds possible lesson here) Communication is the response I get! This is part of your clarity experience using **written** communication. Are you absolutely clear of your thoughts, goals, objectives deep in your mind and have you conveyed them in an efficient manner? Moreover, are you aware of **THEIR** objectives and built your writing to eliminate confusion and ambiguity?

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Remember writing the deal starts inside your head. The printing on the paper is the output of your thinking condensed to the written word. This a skill set to master as an entrepreneur.

We are entrepreneurs. By definition entrepreneurs make agreements. What does an agreement look like to be binding and enforceable? More to the point... when you play the Lemonade Game you organized your money by segregating assets, liabilities, and equities and keeping track of them. Here we organize our TERMS and create “LEGAL RELATIONSHIP” and agreeable deal points, to the written word.

Entrepreneurs need to be able to write their agreements and communicate the same with exactness to many other parties. This exercise makes you aware of how to think like that? Did you write it down so it is readable, and legible? Is it understandable or riddled with inconsistency and ambiguous reference? WAS IT SIGNED?

What is an agreement, what makes it binding? What are the elements of the agreement to make it enforceable? Are you able to communicate your agreement via writing to another person accurately? Is there a bona fide offer and acceptance; was there consideration... a promise for a promise? (detriment for a detriment) How about a time and place to carry out the terms or closing of the transaction?

It is all in your mind and detailed before the pencil hits the paper. Remember the lead in the pencil is not the proximate cause of your transaction. It is your expression to create win/win and mutual benefit. ALSO, **An agreement can create COMPOUNDING and Leverage!**

Where in your life are you thinking small because you are not adding the compounding of cooperation. Are the results less than optimal because of the lack of collaboration? It starts with thinking big. Very BIG. And if you get halfway there it is still a huge victory! The law of the Lid!

Do you SLICE THE PIE and get your sliver of desert? OR DO YOU FIGURE OUT HOW TO BUILD A BIGGER PIE lush and filled with lbs. of whip cream?

Being first is critical in certain situations. It is called being the first mover. Take the lead and leadership. Be on top of the chain, LEADING THE BAND is an important strategy. This game was ripe for you to take the leadership role and prime and frame the potential results by leadership skills in directing the conversation.

Ok let us switch gears for a moment and begin leading the band. As you grab the conductor's baton (waving your arms about like a symphony conductor) ***You have the power of influence. Conductors influence the sound and you can influence other***

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people and situations. And your instrumentation is your voice, your body language, your tone, your words, your framing, and very important.....your priming!!!

S.O.S . ATTENTION! All hands on deck S.O.S.....

The first **S**....SELF Assessment, (your goals, your objective, your reason for being at the table.) make no mistake you must do your organizational homework and be able to speak on this in volumes. BE PREPARED, know your objective(s), goals, and place a hierarchy on various points. Know your ranges and levels of importance on all the points. This cannot be over emphasized.

The **O**.....OTHER person's Assessment, Make sure you know this. If not ASK THE QUESTIONS, continue to ask clarifying questions. DIG. Mine, and really FEEL their needs and what is important to them. Be aware of the other persons objectives space, goals, values, needs, desires, fears, and wants. Be INTERESTED at every level. This is much deeper then one paragraph can possibly do justice.

The Last **S**..... SITUATION ASSESSMENT. Why are we here? What are the benefits and pitfalls, how can we work together? What happens if we collaborate and merge ideas, assets, diversity of opinions? What happens if we do not and go our separate ways and don't come together.

Master the **S.O.S** before you begin to collaborate or offer suggestions. You are not ready to negotiate any point without your S.O.S. being fully illuminated. It is your navigation compass as you journey into the dark and without it you will not have any direction.

Z.O.P.A.

ZONE OF POSSIBLE AGREEMENT.

PRIMING

ANCHOR PTS

RESERVATION PTS,

BATNA verses Agreement

I like to think of Z.O.P.A. as my car's Windshield and the wipers going back and forth. This is my metaphor when I begin to negotiate and influence a transaction. If I was the SELLER I see the windshield wipers (on the right) in front of the passenger seat oscillating and vacillating between the middle of the windshield and the far right. The far

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right point represents the ideal price (MY TARGET) (the most possible I think I can get) if I was selling something.

An ANCHOR point is where I make my first representation OF WHAT I WILL ACCEPT. Where I plant my OPENING flag! Thus, my opening amount must be more to the right from my ideal target point as there is a likely hood it will be chopped down and moved to the left during the negotiation process.

This is my reservation point As an Employee the approximate middle of the entire windshield is my bottom line and the least, I will take for this contemplated transaction. It is represented as the furthest point left of the right wiper blade. “I will not take a dime less” It just won’t go any further to the left. Any less and I am out for sure. I just won’t sell, commit or make a deal and stick to the status quo.

The same for the windshield wiper set on the left in front of the driver. This is the **BUYER’S position** and it goes back and forth from the middle of the windshield to the far left. This represents the Employers position and the spot on the far left is the desired price the Employer hopes for and will gladly pay. THIS IS THE Employer’s TARGET. The employer anchor point should be to the left as he reveals his position(s)! Why? Because he knows that in the negotiation it will move to the right as he gives benefits in the give and take.

He/she may be influenced to pay more and that amount moves the latest possible offering point to the right side. **The most it can possibly go to the right in the Employer’s mind is called that parties reservation point.** Moving it to the right of that and the employer might be out. He/she says “NO Deal just too pricey and expensive”. Continuing....“*I am not going to pay that much period*”

Notice in your metaphorical mind these windshield wiper blades might overlap or not. *Never make the mistake of thinking that the answer lies in the center between the two parties anchor points.* (This is a strategy with problems. Let us split the difference even if I have anchored way out to the left. This result is severely skewed! Although this is employed often it does lead to optimal results for one of the parties and a cave for the other side)

When the discussion is to the left of the employee reservation point or to the right of the employer reservation point, we call this the parties BATNA (The **B**est **A**lternative **T**o A negotiated “Agreement or in my words”) In other words the status quo. I am not going to make a deal and what is my best alternative? To walk away. “THE POWER TO WALK AWAY” The supreme power of negotiation ..I am choosing my BATNA.

Remember each negotiator retains that ultimate power. The power to walk away. While we are talking about power let us examine another power of ZOPA. And that is need. The higher the need the lower the power. REPEAT

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THE HIGHER THE NEED THE LOWER THE POWER.

Who is in need in the situation analysis? It is obviously both in some need but probably the employer more so, and thus the LOWER POWER. The employer is facing several potential catastrophic blows if they do not change the product.

You employee had all the power!!!!!!

How many employees anchored for \$125k? How about adding 10 percent profit sharing too!! Could that patent be worth \$1 Million??

THIS is CRITICAL and a huge takeaway!!!!!!

You as Employee had the power and may have let it go for 0 premium. What is the upside? You need to ask questions. You need to dig and take notes. You need to wander widely. Get out of your small box. If you don't know something find someone who does have expertise and ask away! This is called *information mining* another imperative skill before you step up to the table! What is my patent worth? ASK AWAY

HOW OFTEN DO I NOT ASK THE QUESTIONS, THAT IF I HAS IT COULD CHANGE MY LIFE? Better stated...How often does the deal of the century happen?

The answer is that the deal of the century happens every minute! You have to ask for it! You have to create an offer, which creates the power of acceptance and that leads to an agreement.

Caving is a word when you collapse (a total failure) at the table and don't even know it. Caving occurs when you anchor or agree to something that is well below what is possible. You settle because of emotion, being woefully un-informed, or live by “**It Is What It Is**”. ABSOLUTE GOLDEN RULE ...”NO CAVING ALLOWED” ((ALoud--OUT-LOUD students say in unison)) Deliberate double entendre here!!!

Therefore, to create the ZOPA metaphor in our game. Ask away an expert and jump into information mining to see the gi-normous possibilities. Understand the power you have in collaboration if you can join the forces of Manufacturing together with a fantastic product and patent.

Knowing this potential upside will move the ZOPA points commensurately.

I mentioned VIA NEGATIVA, briefly. It is not a negative thing at all. To Refresh It is what is NOT said is just as important as what is said.

I was walking around the room and did anybody ask me “how much is this patent worth and how can I include it in my negotiation to create value for BOTH parties?

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Asking that question and knowing you had an asset worth hundreds of thousands of dollars! Maybe even a million. Do you think that information might be important BEFORE you planted your I WILL ACCEPT flag?

You employee, raise your hand if would have changed your anchor with that simple question. I am taking a guess here, but would you have jumped your ANCHOR more than a \$10,000.00 to the right. Your S in self-assessment from S.O.S might be important right about now.

You have to ask/answer those types of questions to assess what you have!!!!

Windshield wipers slapping time humming me my friend Bobby Mcgee. (From Janis Joplin) Remember that metaphor of windshield wipers before your voice is heard!!!! BEFORE YOU ANCHOR HARD Be prepared! Asking questions means you are INTERESTED. Become clear in each parties values and especially in the situation. What are the issues and possibilities? It also demonstrates you level of care, competence, and attention to detail.

The Zone Of Positive Agreement.

Think of those windshield and wipers. You're on the right side and they go back and forth. Where do you plant the ANCHOR? Learn there are ways to add value. Adding value keeps you out of the commodity rat race. Be cognizant of your ability to add to your power with collaboration, and your DYVAL (dynamic valuation).

And where is your reservation point. Let's say it's \$75,000. And where is your BATNA// (Best Alternative to NOT AGREE. to not make a deal at all... to walk away at status quo). Learn how to say **NO** when necessary. This is your ultimate level of power and influence.

The optimal results are right there in your own mind.....Getting the first 15% right is the correct theory and aligning your values and goals. Then you can commence with the proper method syllabus.

MAJOR POINT! You are an INFLUENCER! YOU exert Energy and Power. You can make it happen! This game is all about your power of influence and persuasion. This is 1st class entrepreneurship. The ability to get a deal done. Here is another SECRET WEAPON

C.R.I.SP. A.L.E.S U.

This is the acronym for the metaphor of “BURNT BEER”

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. It is an acronym for C, R, I, SP, A, L, E, S, U

C CONSISTANCY AND COMMITMENT

Once people have made a choice or have taken a stand they are under enormous pressure both internally and externally to behave consistently with that commitment. This is especially true if they have written it down or have spoken it in front of others. I use to think that it was my commitment to my customers that was so important.

If they write it down or speak about it in great detail it almost becomes an edict to them. Getting them or yourself to write it down significantly increases the chances they/you will actually do it. Call it, I stick to it principle! There are studies where people have actually been asked random questions. The groups were divided into two. One group wrote their answers down with their name and the other group just shouted their response out.

After some pertinent facts were revealed for those people in the study to come to a more accurate response. They were asked if they would like to change their answer now that they had some additional information. The following general principal was observed. An over whelming majority of those who shouted their answer out would change their answer the fly without even thinking about it. The ones that wrote it down stuck by their answer and refused to change it. They were committed to their thoughts and responses because they had written it down!

The golden nugget here! Get the other side to write their objective down. Then by using your skills, assets, and creativity, demonstrate cooperation with diversity and teamwork can help achieve their desires. The key being, that they are committed to their writing, and you can collaborate making it happen with greater leverage. That is an awesome tool to have at your disposal anytime!

R Reciprocity

Many of us are taught that we should find some way to repay (thank) ((equalize)) others for what they do for us. Most of us will make an effort to avoid being considered a moocher, ingrate, or a person who always just takes. Reciprocity is a most powerful tool of people wanting to pay back the person who has offered a gift, blessing, their time, their resources, their service, their energy, good will, and generosity. It shows up in so many ways!

A waitress comes back to a table after being a reasonably good server and delivers the bill. She turns around with an authentic compliment and put two mints on the little tray

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saying something to the effect “ after all those spices I thought you might enjoy these mints to freshen up your palette” Then personally thanks you. Research has shown that her tip will be higher or rounded up. Compare this to if she had just dropped the bill and ran off without uttering a word or other gesture. That is an excellent investment in creating reciprocity by our server.

Two strangers are sitting in a room. One of the two exits for few minutes and returns shortly thereafter trying to sell raffle tickets for .25 cents each. Over and over his results are that he sells few tickets (maybe 3 or 4). In the same example if the seller brings back a drink and a cookie and says something to the effect “ Hi they were giving these snacks away and I grabbed these for you! He adds I felt that you might be hungry and enjoy them ” Then he attempts to sell the same raffle tickets. There are numerous studies that demonstrate his sales results being substantially higher (maybe double or more). (Brilliant reciprocity influencer strategy)

Car dealers, and salespersons have mastered many types of techniques that are linked to the magic tool of reciprocity. Even at the airport and other public places I am offered beads, little books, and flowers by strangers. Sometimes I feel compelled to offer a dollar as a token thank you.

It does not have to be a tangible gift or favor. Sometimes it might be in the form of useful information, suggestions, gifts of lagniappe, and even teaching. Feeling the space of another person’s situation develops reciprocity. Genuine compliments are another method however they must heartfelt.

RECIPROCITY is much stronger than you may suspect. You can build a huge sense of indebtedness by delivering first favors as another magic tool of influence.

I INTERESTED This is the real diamond in today’s presentation. What does that mean? Well there are two general spaces of being. Am I being interesting or am I genuinely interested?

Interesting is *Not* necessarily a compliment. It is someone who continues to talk on and on, or is self absorbed in trying to convey messages, opinions, or endless story. There is limited dialog between two people. Generally, a one-way conversation without engagement.

Let me explain.” Think back to a time when you were much younger, perhaps 5 or 6 yrs old. Bring the most significant person into mind that you can remember. Close your eyes and see that person, go deep, feel that person, Put that person right in front of your vision. Was this person chosen person because of yapping and talking incessantly. or because that person was truly INTERESTED in you and your welfare?

That creates an emotional bridge that lives on. How did that make you feel? Is it indelibly inscribed into your mind 4ever? Did their kindness, caring, and connection make you feel loved, and important? This is the sacred space in building a lasting relationship and great memory of the experience. You must take notice of when you are

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being interested or interesting with the listener. (And vice versa) ((time to tune in and stop broadcasting))

This is the essence of creating the collaboration. Better stated is that this is what creates the intimacy and builds relationship. In sales and levels of customer/client service intimacy is the highest level.

Being interested in others should be it's own book. This principle is so powerful it can move mountains (as a metaphor). Remember it is the state of **being** not **doing**. My favorite line....” *People don't care how much you know... they know how much you care*”

I INFORMATION MINING

Part (B)This is the art of asking questions and goes hand and hand with being interested as above. It goes one step further. That is the wander widely and getting out of your box by asking the questions that could change your life.

In one example during a job interview the person being interviewed switched the roles using this technique. She asked questions to the hiring sales manager such as “ if we were to use network science and build out a fantastic interactive website how would that affect the sales in this division?” and “ What if we could deliver more traffic by utilizing the theory of exponential growth in collaboration with other adjunct business sites?

Continuing, “could this raise customer awareness followed by growth in sales?” That stood out and she got the job.

Information mining goes much deeper. It explores the unknown. It gives you permission to ask the right questions and delve. In our game the following questions might have gone to the moon and back. Hey Mr. Developer what if we had 20 acres together how would that affect our combined equity? Is it possible to expand our horizon and thus the uses on our property?

What would that look like? Is there a way to do this whereby we reduce and mitigate or collective liability? Moreover, in unity, HOW CAN we reduce our risk and increase our returns making this incredibly asymmetrical?

Keep in mind as we go thru these Crisp Ales U they all work together. What is happening is that the Consistency and Commitment is working with reciprocity and gaining hurricane strength as we add the being interested and information mining. We are on the right track to be able to join forces in collaboration as the picture we are painting begins to come to life. Let's add some major horse-power with Social Proof, Authority, Liking, Unity, Excellence, and other elements.

SP Social Proof

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Sometimes we decide what is correct by noticing what other people think is correct! This principle applies especially to the way we determine what constitutes correct behavior, if everyone else is behaving a certain way.

This principle of influence kicks even more strongly when the situation is uncertain or people are not sure what to do. When you demonstrate what others like themselves, believe, or are doing people are more likely to take the same action. Many cults, private interest groups, sects and others use this principle to move people in particular directions en masse.

On the positive side product endorsements by celebrities and professionals in certain fields are the most obvious application of Social Proof. Eg. 100,000 doctors have quit smoking. 10,000 dentists recommend this anti-cavity toothpaste. If you want someone to do something, be sure to show them that many other people are already doing it. That what you are proposing is the norm.

This also works the other way strangely enough. Some things do not work like they used to. Paradigms and thinking change with the digital times. Millennial and Centennial generation habits are different than my baby-boomer old stalwart normality. You may very well have to completely change old reliable strategy concepts. Being different may in fact give you a decided advantage. Being first might just set you, your ideas, and vision apart from several years of mainstream thinking. The realm of the cool may appear to be way out in left field and create the buzzed excitement at the same time.

A Authority

Most of us are raised with a respect for authority, both real and implied. Sometimes people confuse the symbols of authority (titles, appearance, possessions, badges, diplomas) with the true substance.

Some people are more strongly influenced by authority than others, and compliance varies greatly depending on circumstances and people's approval or disdain. For example it is 11:00pm and the doorbell rings. Two men in police uniforms want to come in and ask a few questions. Most people respect such authority and comply. On the other hand if it were 3:00am and the two men were in street clothing claiming to be police detectives most of us would hesitate at once. More than likely we would demand more proof of authority such as a search warrant.

Another example here.

You can support this important general principle by citing authoritative sources to support your ideas and objectives. Look and act like an authority yourself. Be sure others know your level of expertise and experience. Dress the part and act like the people

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already in such positions of authority should act. CHECK THAT!!! Don't act like the authority, BE THAT AUTHORITY

L Liking This was your time to shine and build LIKENESS with similar goals and desires to build equity together with total transparency. Giver's gain creates LIKENESS, in Crisp ALES the L Like ness is not just liking in the sense of relationship liking the other person and side. It is more in the sense of “I am Like the other side” as in SIMILAR with similar values and goals.

By teaching and demonstrating what is possible you create the collaboration. This is critical.

E Entrepreneurship, Experience, Ethics, Build a bigger pie WIN/WIN

S Scarcity are you satis-slicing Win/LOSE or playing from abundance? If you did not share your secret, were you coming from S in crisp ales scarcity? And how far did you put yourself in that pigeonhole? What is Scarcity. There is not enough, I need more.

U UNITY Already discussed thru out the debrief

O Other BIG TAKE-AWAYS

Now where is the reciprocity and social proof to compel doing business with you. You Must demonstrate that by sharing your secret to show and create reciprocity. writing it down or drawing a simple pic diagram. And build a story with Authority (the Ability to get it done)

You are **not** ready to post your reservation point or BATNA on you ZOPA chart without fully understanding this point. Because walking away with some ego distorted irrelevancy coming from scarcity and ending cosmically bankrupt!

So it brings up the following...” to think is to create” You had to think of a way to connect and not lose any time with your expenses building. How Can we work together and at the same time build The Third Ear and take “together we are better” to the top of the Mountain.

Today's Point is don't sell yourself short nor cave. See your DYVal creating ability. Remember the priming game. How big is a redwood, how much rent for Grandparents-room. Yes there are two bookends and you cannot answer the offer price question without seeing both sides clearly.

Yes, the objective here was to prime the other side just enough o move their position.

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Moreover, how to use your new higher level negotiating skills and power of influence to accomplish your goals. (and theirs too)

I feel after reading this follow up you will be in a much stronger position to understand the priming, and anchoring are critical skills in personal development as well as in business. When are you priming? When are you being primed? Answer Almost all the time!

When are you not setting the bar high enough? When are you not thinking big enough. When is your anchoring not to the right side of the bar? When do you settle and then say something like “OH WELL It is what it is”

And you are allowed to change your mind. Did I say 50 k? oh I meant to say I would never sell less than 250k.. Shoot what was I thinking? This is another priming mechanism and you have permission to update and move the anchor (generally used sparingly and for special effects).

You count and have value! Set your circumference much larger than your imagination. You just need to see it and the strong pillars behind it. ANCHOR HARD because you have Value and worth. You count. You are a STAR and don't be afraid to put your flag in the ground!

I am willing to bet you could have easily doubled profit sharing percentage and added a huge increase to the bottom line of both you and the other party.

The average deal settled for by Third Ear players is 60,000.00 Push it to at least 100k using the above S.O.S. (Self, Other Persons, and Situation) and understanding the high needs of the employer.

You have value, tremendous value and WORTH!! Your Self CONCEPT COUNTS. This needs to be factored into the equation. You need to see your worth and value at all times or ask questions to clarify.

Players in this simulation are encouraged to write a one-page essay on how they played the game is how they play their life. Are the results in their life commensurate and congruent to how they played this game? What could you have done differently?

It is revealed 1 plus 1 equal 11 when you collaborate!