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Must-Learn Negotiation Skills

Skill #1: Know Your Non-Negotiables

Before stepping into any conversation, you need absolute clarity. What do you stand for? What are your non-negotiables? Where is your line to walk away? You must be rooted in your "why" long before you voice your "ask." When you enter a negotiation with your boundaries already defined, you're far less vulnerable to emotional traps or manipulative tactics.



Skill #2: Master the Pause

Silence is one of your greatest power moves. Too often, people resort to JADE behavior: Justifying, Arguing, Defending, or Explaining. When you rush to JADE, you unintentionally give your power away. But when you pause, even for a moment, you communicate something far stronger: you're centered and impossible to rattle.

Skill #3: Frame With Clarity, Not Emotion

You don't need to be harsh. But you do need to be direct. Many professionals—especially empathetic, introverted, or people-pleasing personalities—tend to over-explain their needs or soften their boundaries with emotional language. Lead with facts. Lead with structure. Lead with framing that makes your position solid without escalating tension.



Skill #4: Anticipate Personality Triggers

Your strongest protection? Anticipation. If you know someone loves to interrupt, prepare to calmly redirect. If you know they default to playing the victim, stay anchored in measurable outcomes. The moment you stop expecting them to change and start planning around their patterns, you reclaim the leverage.

Skill #5: Practice Assertive Empathy

This is where your inner resilience intersects with emotional intelligence. Assertive empathy means you recognize the other person's viewpoint without sacrificing your own. It sounds like, "I understand this may be hard to hear, and I also know this is the strongest path forward for both of us."

