

Negotiating Successfully



Watch the FacDev in 5 Video featuring Dr. Nicholas R. Teman, Associate Professor, Surgery – Cardiothoracic.
tinyurl.com/FD5-Negotiating

Key Takeaways



Apply five proven negotiation strategies to prepare effectively, generate options, and navigate difficult conversations.

1

Focus on Interests, Not Positions

Explore underlying needs rather than stated demands to identify mutually beneficial solutions.

2

Strengthen Your Alternatives

Identify alternatives before negotiating to clarify what's feasible and avoid overcommitting your team.

3

Create Value Before Claiming Value

Explore priorities and different options before committing to a solution.

4

Be Aware of Cognitive Biases

Make decisions based on objective information and recognize when assumptions are shaping the conversation.

5

Use Emotional Intelligence

Recognize emotions, listen actively, and respond calmly during difficult conversations.



Dive Deeper

Eisemann B.S. et al. [Practical negotiation for medical professionals](#). *Seminars in Plastic Surgery*. 2018.

Menger R. et al. [Contract negotiation for neurosurgeons: A practical guide](#). *Neurosurgery*. 2020.

Nguyen H.B. et al. [Leading change and negotiation strategies for division leaders in clinical medicine](#). *Chest*. 2019.