



Gender & Workplace Negotiation

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Questions for reflection

- How do I feel about negotiating for my pay or compensation?
- Do I worry about reactions from others if I negotiate?
- How do I feel when negotiating on behalf of my patient, team, or mentee?



Impact of gender differences in negotiation

- Contributor to gender gap
 - Personal life
 - Child care, household chores
 - Relationships, leisure
 - Work life
 - Compensation
 - Career opportunities & resources
 - Groups, organizations, & society
 - Politics, power
 - Education, opportunities



Meta-analytic findings

- Men and women perceive negotiation differently (Stuhlmacher & Saunders, 2008)
- Men display more competitive behavior than women (Walters, Stuhlmacher, & Meyer, 1998)
- Men earn higher valued outcomes than women (Stuhlmacher & Walters, 1999)



OTHER OUTCOMES: Backlash

- Less interest in working with women who had attempted to negotiate as compared to ones who did not.
- Women penalized more than men for attempting to negotiate.

□ (Bowles, Babcock, & Lai, 2007, Amanatullah & Tinsley)



CAVEAT: Important Context effects

The interesting part.....



When women are negotiating as representatives or advocates, they have

- Similar or slightly better outcomes than men
- Less anxiety than asking for self
- Less “backlash” than when asking for self

(Bowles, Babcock, & McGinn, 2005; Stuhlmacher & Walters, 1999)



MODE OF COMMUNICATION

- Women change how they negotiate when they are not face-to-face

(Stuhlmacher, Citera, & Willis, 2007)



Gender consistency of activity

- Childcare vs. alligator wrestler (Miles & LaSalle, 2008)
- Asking vs. negotiating (Small, Gelfand, Babcock, & Gettman, 2007)
- Negotiation emphasized as involving female stereotyped skills (empathy, listening skills, social skills) vs. masculine skills (Kray, Galinsky, & Thompson, 2002; Kray, Thompson, & Galinsky, 2001)

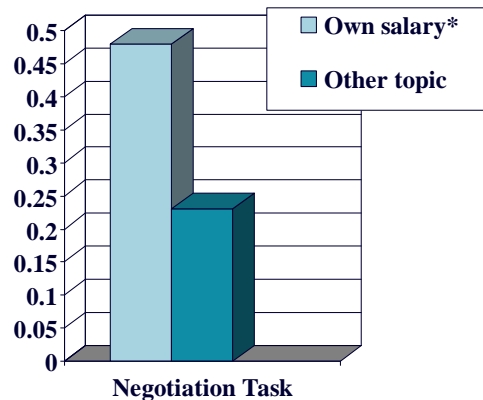


Perceptions: Negotiation topic

Less comfort for women

- Larger gender differences found in salary negotiations

(Stuhlmacher et al., 2008)





Ambiguous negotiation situations

- Men more successful in claiming value
 - Negotiating for salary under vague ranges

- Women may be better at creating value



Summary of gender results

- Small but consistent differences between men and women in negotiation

- Important influence by situation and context

- Findings tied to perceptions about women and roles they are in

- Critical implications for women at work



APPLICATIONS AND RECOMMENDATIONS



Research Suggests:

- Get more information (reduce ambiguity)
- Remind self of successes in past
 - “Power prime” helped women
- Focus on negotiation as gender congruent (*listening, empathy, communication*)
- Consider communication mode
- Frame the negotiation as helping others

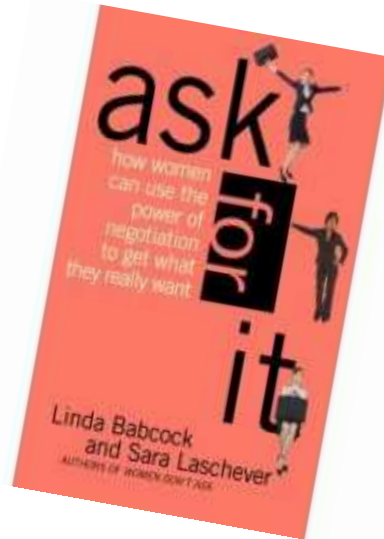
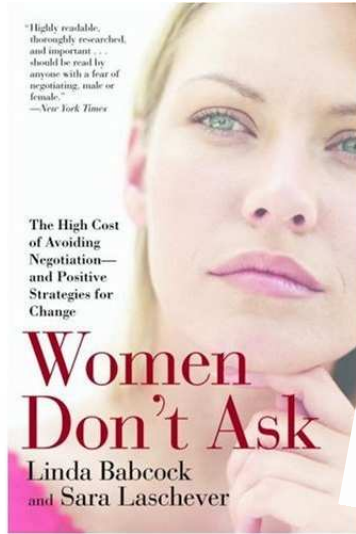


"Highly readable, thoroughly researched, and important... should be read by anyone with a fear of negotiating, male or female."
—*New York Times*

The High Cost of Avoiding Negotiation—and Positive Strategies for Change

Women Don't Ask

Linda Babcock and Sara Laschever



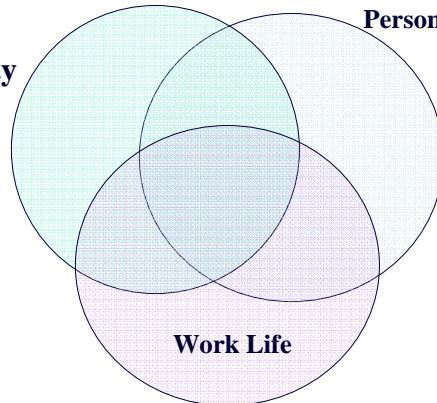
Gender and Negotiation Reading



Interconnected negotiations

Groups & Society

Personal Life



Work Life