Open School

Video Activity: Why are people hesitant to negotiate when they get offered a job?

(http://www.ihi.org/education/IHIOpenSchool/resources/Pages/Activities/Levy-HesitantToNegotiate.aspx)

Paul Levy; Author/Blogger; Former President and CEO, Beth Israel Deaconess Medical Center

Facilitator Instructions

- Review the learning objectives and description with your group.
- Watch the video together (3 min 42 sec).
- As a group, discuss your reactions to the video, using the discussion questions as a guide.

Learning Objectives

At the end of this activity, you will be able to:

- Discuss three common reasons why people are hesitant to negotiate a job offer.
- Describe strategies to prepare for a salary negation at the point of a job offer.

Description

It's natural to be excited when an organization extends you a job offer. Pat yourself on the back! But don't let excitement or difficult conversations distract you from getting what you're worth. In this IHI Open School Short, Paul Levy, former President and CEO of Beth Israel Deaconess Medical Center, discusses three common reasons why people are hesitant to negotiate a job offer.

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Key Topics

Leadership, Workforce satisfaction and retention

Discussion Questions

1. Think of different job offers you've received. How did you react? Looking back, would you handle the situations the same way now?

2. Paul Levy shares three reasons why people are hesitant to negotiate a job offer — excitement, lack of comfort discussing their value with an organization, and lack of research. What strategies can you use to overcome each of these different hurdles to salary negotiation? Which hurdle do you think is most difficult to overcome?

3. Paul Levy says that organizations "expect to negotiate with you." Do you agree? Do you have examples from your past that support the point?