



Fifteen Questions About Women, Leadership and Negotiation That Negotiating Women Can Answer

1. What are the 3 major challenges a woman faces when she negotiates over salary, title, and other issues?
2. I have a really exciting plan to change the ways our group does its work. How do I negotiate to make the changes?
3. I was just offered a great opportunity to lead a highly visible project at work. I am so excited that I am ready to take it. But I am worried that I won't be able to take on this extra work and do my current job. What should I do?
4. My boss just offered me a new job that doesn't interest me very much, but I know that if I say 'no' that will be the last promotion to come my way. What should I do?
5. My boss always supports me and consistently gives me great opportunities. I feel I am underpaid relative to my colleagues but I hesitate to bring it up because I am afraid he will see me as ungrateful. What should I do?
6. I have a hard time negotiating for myself when it comes to salary. I know I bring value to my company; I have the reviews and promotions to show it. But every time I start to negotiate about money, I lose my conviction and accept what is offered. What should I do?
7. I have just been appointed to a new leadership role over others in the group. I am concerned that people will not accept me in the role. How can I change their perceptions?
8. I am having trouble pulling the team together. There are some people who are trying to make it difficult for me to succeed. What can I do?
9. I have been asked to lead a turnaround in my business unit. I know resources are tight. My tendency is to always make do and pickup the slack. I think it shows I am creative. Is there anything wrong with that?
10. I inherited an employee on my team whom everybody knows is a problem. Something needs to be done, but I am not sure what. I am concerned that if I don't deal with the problem, people will see me as ineffective, but if I do, they will get the wrong impression of me? What should I do?

11. At my annual performance review in a year when my bottom line has been outstanding, my boss surprised me. He didn't discuss my outstanding year but instead focused on my style, telling me that I am too aggressive and that I need to change my style. What should I do?
12. I am planning to work a flexible schedule when I return from maternity leave. I have done all my homework and written a proposal to my boss. But every time I try to get her to sit down with me to discuss it, she stalls. What can I do?
13. I was recently passed over for a promotion where I clearly had the superior skills and experience. But it was clear that the leadership was not aware of my accomplishments. What can I do?
14. I negotiate contracts for my company and am very good at it, but I have never really negotiated for myself. Why is that and what can I do about it?
15. What is the most common mistake that women make about negotiations?