

PAUL SCHERRER INSTITUT



Aldona Kaczowski & Natalie Lerch-Pieper :: Working Beauty & Paul Scherrer Institut

Know what you want – get what you need

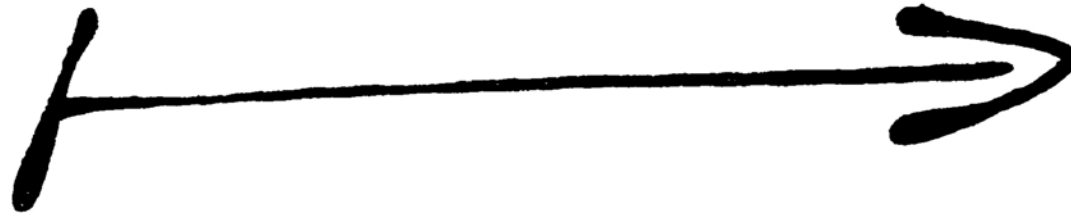
International Dual Career Day @ PSI, June 6th, 2017



Create a vision

REALITY

VISION



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VISION



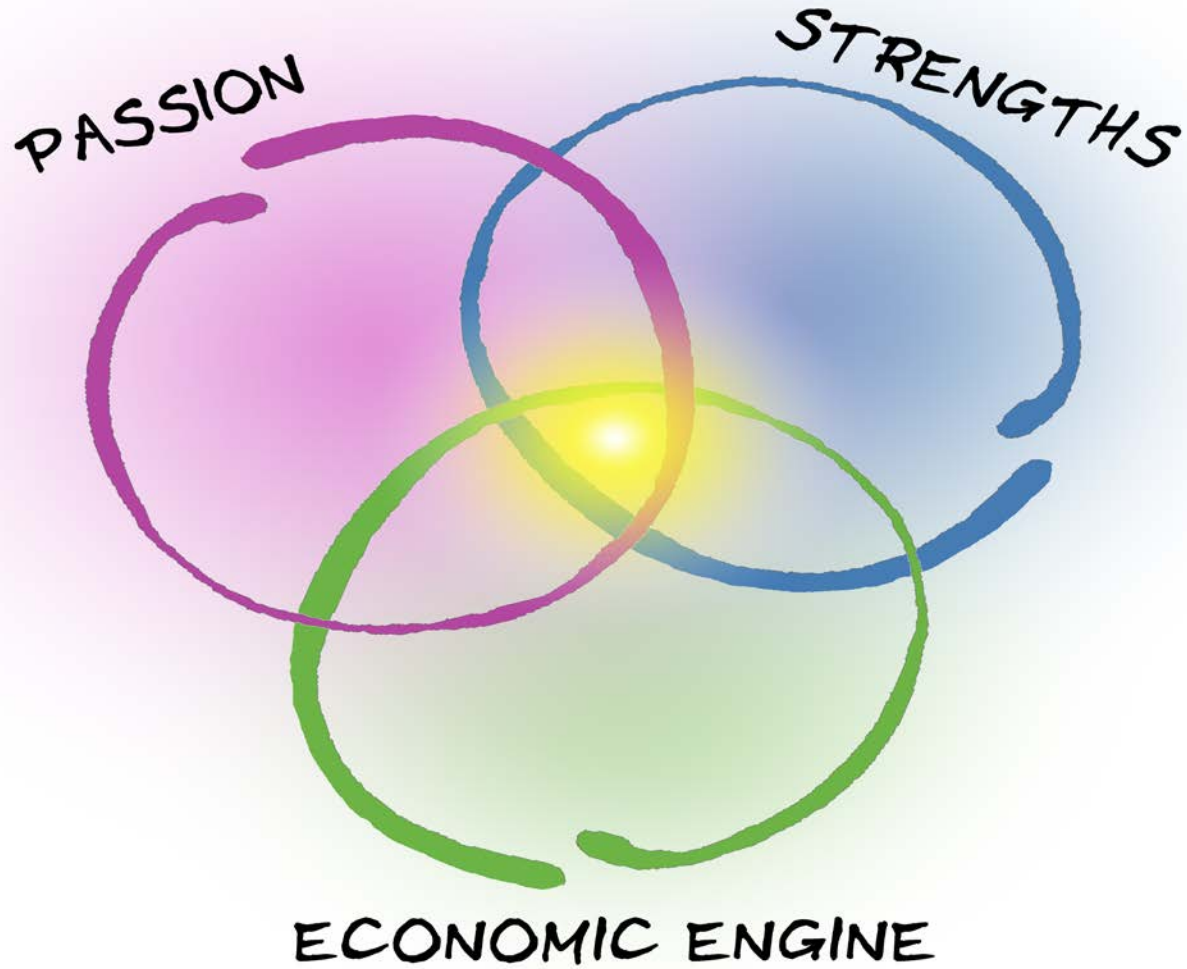
CREATIVE
TENSION

Visualize your goal

- Take a moment in silence, close your eyes and imagine the life you want to achieve in a couple of years
 - How does that look?
 - How does it feel?
 - What makes you happy?
- Record your vision (eg. Make a drawing, mood board or write it down)
- Take a couple minutes every day to remind yourself of that vision
- Patience

Let your subconscious work for you!

Find your career sweet spot



Coaching questions

- What are you passionate about?
 - Where do you shine?
 - Where do you see your next step career wise?
-
- Which actions do you need to take to get there?
 - Which competencies & experiences do you need / want to develop?
 - What support do you need?
 - Who are your stakeholders?

Get what you need

1) Preparation

- Frame yourself in a positive light
- Whom are you negotiating with? (Standard and norms)
- BATNA (best alternative to negotiated agreement)
- ZOPA (zone of possible agreement)

2) Exchange information

- Inquiry
- Develop shared understanding
- Change of perspectives

3) Bargaining

- Aim high
- Know your bottom line (know your BATNA!)

4) Commitment

- Summarize the agreements



Keep in mind!

What is negotiable:

- Everything that is measurable

Not negotiable:

- Respect and love

→ Be hard on issues, soft on people!

«The very least you can do in your life is to figure out what you hope for. And the most you can do is live inside that hope.»

Barbara Kingsolver





- Download presentation:

<https://www.psi.ch/chancengleichheit/veranstaltungen>

Thank you very much for your attention!

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- Fisher, Roger & Ury, William: *Getting to Yes: Negotiating Agreement Without Giving in*. 2011³. New York: Penguin Books.
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<http://www.med.uzh.ch/de/Nachwuchsfoerderung/Veranstaltungen.html#43>
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