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get ready for a negotiation: selecting the strategy, framing the issues, defining negotiation objectives, and planning the steps one will pursue to achieve those objectives. In Chapter 5, we examine the ethical standards and criteria that surround negotiation. The effective negotiator

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attempts to find solutions so both parties can do well and achieve their goals; the purpose of the negotiation is to create value or find a way for all parties to meet their objectives. conflict a sharp disagreement or opposition, as of interests, ideas, etc.

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creating a free flow of information, attempting to understand the other negotiator's real needs and objectives, emphasizing the commonalities between the parties and minimizing the differences, and searching for solutions that meet the needs and

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objectives of both sides (flexible) Key steps in the integrative negotiation process

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