SKILL TREE™

19: *The Power of Negotiation*

7–12

A 7–12 Lesson on Speaking Up, Finding Solutions, and Creating Win-Win Outcomes

Introduction for the Facilitator

This lesson introduces students to the professional skill of **negotiation**, which is the ability to communicate needs, solve disagreements, and find fair outcomes that benefit everyone involved. Far from being just a business tactic, negotiation is a life skill that shows up in school, friendships, families, and future careers.

For teens, negotiation begins with everyday moments: discussing project roles, setting boundaries, or sharing responsibilities. When taught well, it helps students advocate appropriately for themselves and others.

Negotiation becomes a vital piece of their **personal competitive advantage**, helping them solve problems, build trust, and lead conversations. It also supports the **lifestyle** they want to live—collaborative, fair, and filled with opportunities to be heard.

This lesson includes:

- **A Real-World Scenario that highlights everyday negotiation**
- **8 Group Discussion Questions with follow-ups**
- **8 Journal Prompts (draw or write)**
- **10 Activities to build respectful and strategic negotiation skills**
- **A printable Worksheet for reflection and planning**

CAREER TREE®

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Real-Life Scenario

Your group is deciding who will present. One person wants to go first. Another refuses. A third shrugs and says, "Whatever." Tension rises.

Instead of waiting for someone to get frustrated, you say:

"Let's talk it out. What's everyone comfortable with? What's fair?"

You suggest rotating roles. Someone else offers to do the slides. A compromise forms.

That's negotiation. It's not about winning. It's about working toward a solution where everyone walks away with something that matters.



Group Discussion Questions

1. **What does negotiation mean to you?**
   Follow-up: How is it different from arguing or demanding?
2. **Why can negotiation feel uncomfortable?**
   Follow-up: What helps people stay respectful during tough conversations?
3. **What does a "win-win" solution look like?**
   Follow-up: Can everyone always get exactly what they want? Why or why not?
4. **What role does listening play in good negotiation?**
   Follow-up: How can you understand someone else's side without agreeing with them?
5. **When is it okay to walk away from a negotiation?**
   Follow-up: What are signs a solution might not be possible or fair?
6. **What makes someone a strong negotiator?**
   Follow-up: What habits help people advocate well for themselves and others?
7. **How does negotiation help grow your personal competitive advantage?**
   Follow-up: Where in your life or future could this skill give you an edge?
8. **What kind of lifestyle do you want to live?**
   Follow-up: How can negotiation help you protect your time, energy, and goals?

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Journal Prompts

(Students can write or draw their responses depending on learning style or preference.)

1. **Write or draw about a time you reached a compromise. What helped make it work?**
2. **Describe a disagreement that didn't go well. What might you try differently next time?**
3. **What's something you want to speak up about but haven't yet? Why?**
4. **Sketch or describe your "Negotiation Toolkit." What tools or words help you stay calm and clear?**
5. **How do you want others to feel after a negotiation with you?**
6. **What's one way to make sure a solution works for everyone—not just for you?**
7. **What makes you feel confident when asking for what you need?**
8. **How can negotiation help grow your personal competitive advantage?**

Activities

1. **Roleplay Compromise Scenarios**
   Students act out common conflicts like sharing chores, planning events, or choosing music. Practice finding win-win solutions.
2. **The "I Want vs. I Need" Challenge**
   Students sort sample statements into "wants" and "needs." Discuss how understanding this difference helps negotiations stay fair.
3. **Negotiation Vocabulary Workshop**
   Teach and practice phrases like "What if we...," "How about we meet in the middle?" and "Let's figure this out together."
4. **Negotiation Charades**
   Students act out emotions and behaviors during conflict (e.g., frustration, compromise, listening). The class guesses and reflects.
5. **Deal Maker Game**
   Students are given pretend items or roles (time, space, money, tasks) and must trade or share in ways that meet multiple needs.
6. **Three-Part Negotiation Map**
   Students choose a past conflict and write down: 1) what they wanted, 2) what the other person wanted, and 3) a possible solution.
7. **Silent Negotiation Challenge**
   Pairs must complete a small task (e.g., build something or split supplies) using only gestures. Reflect on how hard it is without words and how listening matters.
8. **Speak Up Strategy Circles**
   Students brainstorm kind, assertive ways to say what they need. Create a shared "Speak Up" phrase bank.
9. **My Boundaries, My Voice**
   Discuss how negotiation also includes knowing what not to accept. Students write down 3 personal limits they want to protect.
10. **The Win-Win Gallery**
    Create posters or digital slides showcasing examples of real-life compromises or fair solutions from sports, history, or student life.

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My Negotiation Strategy Sheet

Name:

Helpful Words:

- **Negotiation** = talking through disagreements to find fair, respectful solutions
- **Lifestyle Goal** = the kind of life I want to live
- **Personal Competitive Advantage** = the ability to speak up, listen well, and find creative solutions

Directions:
Reflect using **writing or drawing**. Think about how you show up in tough conversations—and how you want to grow.

Use the back of this sheet if you need more space.

1. **A time I solved a disagreement with respect was:**

2. **Something I want to get better at during tough conversations is:**

3. **One phrase that helps me negotiate kindly is:**

4. **My Negotiation Superpower helps me do these things:**

5. **One boundary I want to protect more clearly is:**

6. **Negotiation helps me grow my personal competitive advantage by:**

7. **This is how negotiation supports the lifestyle I want to live:**

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