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In the end, you settle on a subpar solution in the middle—if you come to any agreement at all. But these discussions don't need to be win-or-lose situations. Written by negotiation expert Jeff Weiss, the HBR Guide to Negotiating provides a disciplined approach to finding a solution that works for everyone involved.

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Negotiation is simply the means by which people deal with their differences and seek mutual agreement through dialogue. It is an ever-present feature in our lives both at home and work. Unlike home, negotiations at workplaces are even more ubiquitous. In fact, the Latin root of negotiation (negotiatu) means "to carry on business." If you ...

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HBR Guide to Negotiating. Negotiating may seem scary or unpleasant: You may worry that you may not have the right skills to go head-to-head with someone and get what you deserve, or that you'll damage your relationship with your boss, customer, or colleague in the process. And even if you do enjoy the thrill of the argument, chances are that one of you is going to have to give up something you want, right?

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