Episode 230: Everything is a Negotiation with Linda Swindling Discussion Starter

Use this guide to spark conversations with your HR team

1. People rarely state what they truly want, which leads to misunderstandings and frustration. How can we encourage employees and leaders to be clearer and more direct about their needs?

2. Many professionals avoid asking for more because they fear hearing "no." How can leaders model healthy, low-risk asking behaviors to normalize negotiation?

3. Approachability is essential—once it disappears, honest communication shuts down. What behaviors help our leaders remain approachable during tense or uncertain times?

4. HR professionals often see problems early but hesitate to speak up in meetings. Where have we had this experience and what can we learn from it?

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