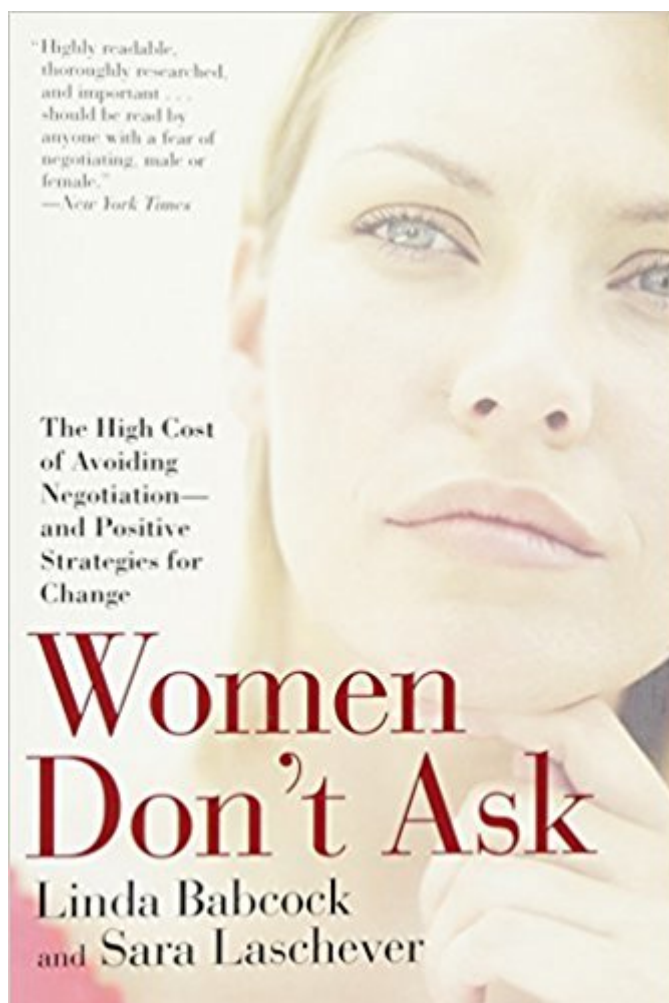


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# Women Don't Ask: The High Cost Of Avoiding Negotiation--and Positive Strategies For Change



## Synopsis

Combining fascinating research with revealing commentary from hundreds of women, this groundbreaking book explores the personal and societal reasons women seldom ask for what they need, want, and deserve at home and at work—and shows how they can develop this crucial skill. By neglecting to negotiate her starting salary for her first job, a woman may sacrifice over half a million dollars in earnings by the end of her career. Yet, as research reveals, men are four times more likely to ask for higher pay than are women with the same qualifications. From career promotions to help with child care, studies show time and again that women don't ask—and frequently don't even realize that they can. Women Don't Ask offers real-life examples of the differences between the negotiating habits of men and women, and guides women in retooling their attitudes and approaches. Discover how to:

- Take the first step—choosing to negotiate at all
- Develop a comfortable, effective negotiation style
- Overcome fear, personal entitlement issues, and gender stereotypes

## Book Information

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## Customer Reviews

Babcock and Laschever, contrary to their book's title, do ask a series of questions: Why do most women see a negotiation as an automatic fight instead of a chance to get what they deserve? Why are women afraid to ask for what they deserve? Why are women afraid to ask for what they want in the workplace? And perhaps most importantly, why don't women feel entitled to ask for it. . .? [A] great resource for anyone who doubts there is still a great disparity between the salary earnings of

men and women in comparable professions"Women Don't Ask" offers important insights into the persistent economic gap between men and women. -- Dolores Kong "Boston Globe"

Neither a dry academic treatise nor a self-help book, this work puts forth a model for a society that respects women's communication strengths. This thoughtful analysis could both benefit managers across industry lines and help women learn the importance of developing negotiating skills. The first book to adequately explain the dramatic differences in how men and women negotiate and why women so often fail to ask for what they want at work (starting with equal pay). Every male manager in America should read it. A highly readable book. . . . "Women Don't Ask" should be read by anyone with a fear of negotiating, male or female, and by managers who want a better understanding of how 47 percent of the work force confronts the workplace. -- Alan B. Krueger "The New York Times"

Clear, useful, and sensibly organized. . . . "Women Don't Ask" crisply describes the results of one study after another, fitting the puzzle pieces together to show how and why women are held back. And hold themselves back--from advancing both financially and in every other way. -- E.J. Graff "Women's Review of Books"

"Women Don't Ask" is not a straight recitation of findings--nor is it simply a "rant." It goes beyond well-known facts and offers concrete tips on how women can remedy the underlying problems and actually move ahead. The authors prescribe refreshingly specific methods of negotiation that they've seen work for even the most confrontationally-challenged women. -- Allison Nazarian "ForeWord Magazine"

"Women Don't Ask" helps women learn how to communicate their desires. This is absolutely essential and basic information since we can't read brainwaves. Speak up or surrender your goals!"--Patricia Schroeder, President & CEO, Association of American Publishers

"Women Don't Ask" does an amazing job in identifying and providing solutions to a very real issue: the challenges women face in negotiating. Linda Babcock and Sara Laschever have done a superb job not only in highlighting the problem of gender differences in negotiation but also in providing ways to begin fixing it. Example after example of the financial and emotional impacts make this issue extremely compelling. Any senior manager needs to be aware of the significant ramifications both in and out of the workplace. I highly recommend "Women Don't Ask" as a must read for executives--female and male."--Jim Berrien, President and Publisher, Forbes Magazine Group

In this brilliant book Linda Babcock and Sara Laschever provide readers with the means not only of navigating the difficulties of negotiation, but also of fully engaging a modern world where traditional roles and norms are receding and business dealing has become more important. By looking at negotiation through the lens of gender, Babcock and Laschever explain why we--men and women alike--develop our skills

as negotiators, and in so doing they instruct us on how to become better negotiators. By illuminating negotiation through the real-life experiences of women and men, Babcock and Laschever underscore that most important lesson in all of negotiating: that the best deal is the deal that works best for all parties."--Robert J. Shiller, author of "Irrational Exuberance" and "The New Financial Order"

"Women don't ask the important questions that will make them successful--but Babcock and Laschever do. This is an important study of how women can become their own best advocates by knowing how to ask for exactly what they want in their public and private lives. The secret is in believing that one can negotiate almost anything. Venus and Mars, bosses and tyros: this is the book you need to bring peace and happiness to every relationship."--Harriet Rubin, author of "The Princessa: Machiavelli for Women"

"This book is an eye opener, a call to arms, and a plan for action; it is enlightening, unsettling, and, ultimately, inspiring. Although women have made great strides in American society, the reality is that, since the 1990s, progress has slowed to almost a standstill. Gracefully and with humor, Linda Babcock and Sara Laschever tell a riveting story about an invisible problem that's been hiding in plain sight: one major reason that women still work for less money and advance less far and less fast than men is that women themselves have accepted the status quo and refrained from asking for more than they're offered and for less than they need or deserve. They make the novel--and important--point that negotiation may be one of feminism's final frontiers. Of all the books about the roadblocks our society erects in women's paths, this one may prove to be the most useful in everyday life."--Teresa Heinz

"Women Don't Ask" is a compelling and fresh look at the gender-in-negotiation question. Practitioners can act on the advice in the book, and researchers will be asking new questions for decades. This book will fundamentally change how we think."--Max H. Bazerman, Harvard Business School

"Eye-opening and riveting."--Virginia Valian, Hunter College, City University of New York

"The authors offer advice that is practical and likely to result in desired changes for women who want to be able to accomplish more in multiple spheres of their lives."--Kathleen L. McGinn, Harvard University

After reading this book, I made myself endure moments of discomfort so I could act on what I learned. Result: a higher income. Women, it's OK to ask. Just do it nicely. Ask for what you want, in a calm, neutral voice, then be silent. Really zip it. You'll want to speak more, but don't. Wait quietly as events unfold in your favor. Actually, scratch that. Ask for more than what you want. Then ... hush. I have given this advice to friends, who also then got salary increases. There's more to this book than that: I learned so much about gender differences that surprised me and discovered that my lack of insight was in fact harming me, unnecessarily. Another key takeaway: Don't negotiate or

talk like a man. We have to conduct ourselves in the feminine style that is actually quite natural to us, as it turns out. This book validates and elucidates that style, making it easier to do what's natural more confidently and with best possible results. I tell my closest friends this is a must-read. The one warning I'd give: It's detailed in its presentation of the research that unearthed the authors' insights, which for me was a plus. I think it was very well done. But some people may find it border-line academic in tone. \*Some\* people, that is. I didn't.

I always read this book before every interview or negotiation. It boosts my confidence and provides a lot of concrete reasons to back up your worth. Sometimes I tell my husband to read it too. Much wisdom for anyone negotiating their salary and benefits.

I recommend this book and have given it to several of my friends. It is a great book, concise and practical, with good examples backed up with evidence. This is no touchy-feely rah-rah book, (which would have been annoying to me). I have referred to the book's examples of women's style of negotiation in discussions with men and women. I think this book helps men as well, I think everyone can recognize themselves in it here and there. "Women Don't Ask" has made me bolder in asking for what I want, rather than wait for the world to figure out what I would like.

This book is great! Already I have negotiated for a reduction in my cable bill and in returning a coat that I already wore for a full refund due to a defect. I am currently referring to suggestions in the book based on true life examples, to negotiate a salary increase at work. Well done ladies!

After reading the first 2 chapters of this book, I decided to do something about my professional situation. Asking does work. I appreciated the book so much that I got three more for clients and friends.

Excellent book. I have given this book as a present to women finishing a leadership program I teach and they all report how helpful this book has been. would highly recommend

I have bought 8 copies of this book. I gift it to young women who are starting their career. I have presented it to recent high-school and college grads who have found it valuable.

I bought it as a recommended reading for a workshop. I would encourage young women graduates

to read it before taking your first job.

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