

FOTINI ICONOMOPOULOS

SAY LESS, GET MORE

Discussion Guide



A person is holding a book titled "Say Less Get More". The book cover is red and white with the title in large, bold letters. The person is wearing a light blue shirt and a watch on their left wrist. The background is a soft, out-of-focus indoor setting.

SAY LESS GET MORE TOGETHER

THE POWER OF COMMUNITY

Congratulations on surrounding yourself with a group that will support you and keep you accountable to using and improving your negotiation skills. The best way to keep your skills sharp is to practice and talk about negotiation. Getting an objective perspective and having someone to bounce ideas off of will help you prepare and feel confident about your next negotiation. I'm so thrilled that you've taken this step to get to the next level.

This discussion guide will help you get the ball rolling. It will provoke your thinking and highlight some of the salient points in the book. I've provided a few questions to help you spark conversations and encourage you to take on that next challenging conversation to help you reduce your stress, increase your wealth, and build better relationships.

THERE ARE WORKSHEETS TO HELP

You can work through real life scenarios with your group using the resources in the book and the fillable documents on the website. Take a stab at preparing on your own first and then see how other perspectives refine your thinking and reveal any gaps. This is the process we use when I work with corporate clients. So fill them out or print them out and work them out with your peers.

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SAY LESS GET MORE TOGETHER

BREAKING THE ICE WITH YOUR GROUP

Use as few or as many as you feel appropriate. Start with some easy introductory questions. I know you probably already know each other but knowing everyone's feelings, reservations, or motivations for negotiating are unique and can help to take the conversation in some valuable directions. Create a space where people can feel vulnerable to share what might be holding them back or where they may need a push:

- Talk about what was your biggest fear in negotiation and what made you pick up the book
- Talk about how your attitude changed since reading
- Share a negotiation experience that was reminiscent of one of the examples in the book
- Discuss how the book has motivated you to take on an upcoming challenge

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QUESTIONS TO GUIDE THE CONVERSATION

So many people hesitate to negotiate and leave value on the table whether money, time, or sanity. Sometimes it's the fear of repercussions or maybe just the fear of looking stupid. Whatever the reason, there are often tools and approaches that mitigate these risks and this book is your toolkit. Taking the time to pause and say less, think through the situation and allow your rational thought to come shining through, can help you get a lot more.

Consider how the pages of *Say Less Get More* helped you approach getting what you want. What's changed for you? Or what did the book confirm for you? How will you approach getting what you want going forward?

If the book sparked discussion questions for you or made you want to share some of your negotiation experiences let them rip. We'd love to hear any questions or stories you share too (who knows, they could spark content for another book). If you need some help to get the conversation going here are some suggestions:

1. What advice or learning point was such an a-ha moment that makes you want to share it with others (family, peers, friends)?
2. What types of negotiations do you encounter most—competitive or collaborative? And where?
3. Which of the preparation documents, or elements of them, can you see yourself incorporating into your preparation routine? How will your approach to preparation change?
4. Which small change do you think is going to make the biggest difference to your negotiation outcomes? To your email response rate? To your success with managing your kids' tantrums?
5. What would you tell your younger self about negotiating if you could give them some advice?
6. Which element of power do you think you've been overlooking and how will that change?
7. If you got the chance to ask the author one question, what would it be? How could the group help?

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BONUS QUESTIONS AND ACTIVITIES

- What daunting negotiation will you commit to tackling after reading Say Less Get More?
- How will you encourage others to take on their challenges with the tools in this book?
- Super bonus: Get someone to go on social media, find @fotiniicon and ask Fotini a question, use the hashtag #SayLessGetMore so she is sure to see it.

ONE LAST PIECE OF HOMEWORK

Before you wrap discuss how you can create a collective action plan and support each other, keep each other accountable, and create a concrete schedule to continue to discuss and encourage one another's progress on going after those important conversations.



MEET THE AUTHOR

FOTINI ICONOMOPOULOS

Fotini helps people get what they want, channeling her energy into her passion for the power of forward thinking. Today business executives partner with her to achieve their business goals, increase profitability and create a competitive advantage. She empowers their teams through her expertise in negotiation, communication and persuasion. To share her strengths with more business leaders, Fotini occasionally return to the classroom as an instructor of MBA Negotiations at the Schulich School of Business at York University in Toronto. For the last decade, she's been invited to share her messages with audiences from all industries in keynote addresses across the globe. In addition to empowering audiences via regular

“No is not the end of the negotiation. It truly is the start of the negotiation.”

media appearances in outlets including Business Insider, Harvard Business Review, CNN, & CNBC, in April 2021, HarperCollins released her first book, ***Say Less, Get More: Unconventional Negotiation Techniques to Get What You Want.***

WANT MORE?

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[FOTINIICON.COM](https://www.fotiniicon.com)



EXERCISE 1

WHAT DOES NEGOTIATION MEAN?

IN YOUR OWN WORDS DEFINE NEGOTIATION:

WHO DO YOU NEGOTIATE WITH ON A REGULAR BASIS?

- Family, children or spouse
- Colleagues or managers
- Vendor, store clerk
- Doctors, hair stylists, handyman

HOW DOES IT FEEL TO NEGOTIATE? ARE YOU EXCITED? NERVOUS?

HOW DO YOU WANT TO IMPROVE IN THIS AREA?



EXERCISE 2

BUILD YOUR FEEL GOOD FOLDER

INSTRUCTIONS: Remember the times that you've had success with negotiation, it could be as simple as speaking up for yourself or asserting a boundary. Now answer the following questions, we are building a "feel good folder" for you to go back to build your confidence.

How does it feel to speak up and negotiate for yourself?

What compliments have you gotten when you've negotiated well?

What positive outcomes have you had from standing up for yourself?



Reflections

WHAT IS YOUR BIGGEST TAKEAWAY FROM THIS MODULE?

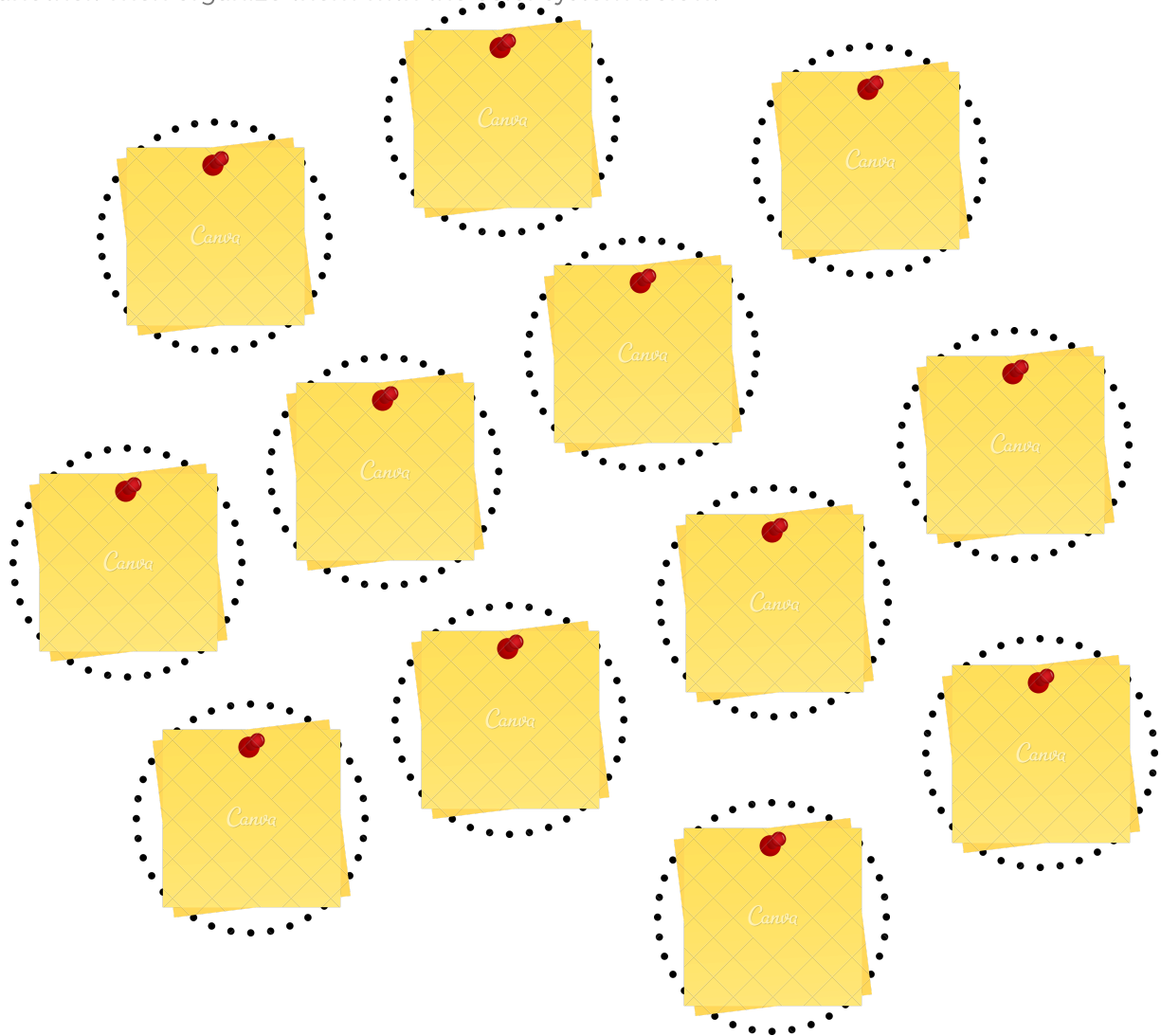
A large, empty white rectangular area intended for the user to write their reflection.



BONUS WORKBOOK

COLLABORATIVE NEGOTIATION BRAINSTORMING

INSTRUCTIONS: Try a sticky note brainstorming exercise (this is best done with ACTUAL stick notes) and fill out as many issues as you can that could create value to one party or to another. Then organize them with the color system below.



GREEN LIGHT: Important to THEM not important to YOU.
(You have it to give: Prepare to LEVERAGE)



YELLOW LIGHT: Not important to THEM but important to YOU.
(They may not give easily: Prepare to TRADE)



RED LIGHT: important to THEM important to YOU.
(Neither wants to give: Prepare for CONFLICT)



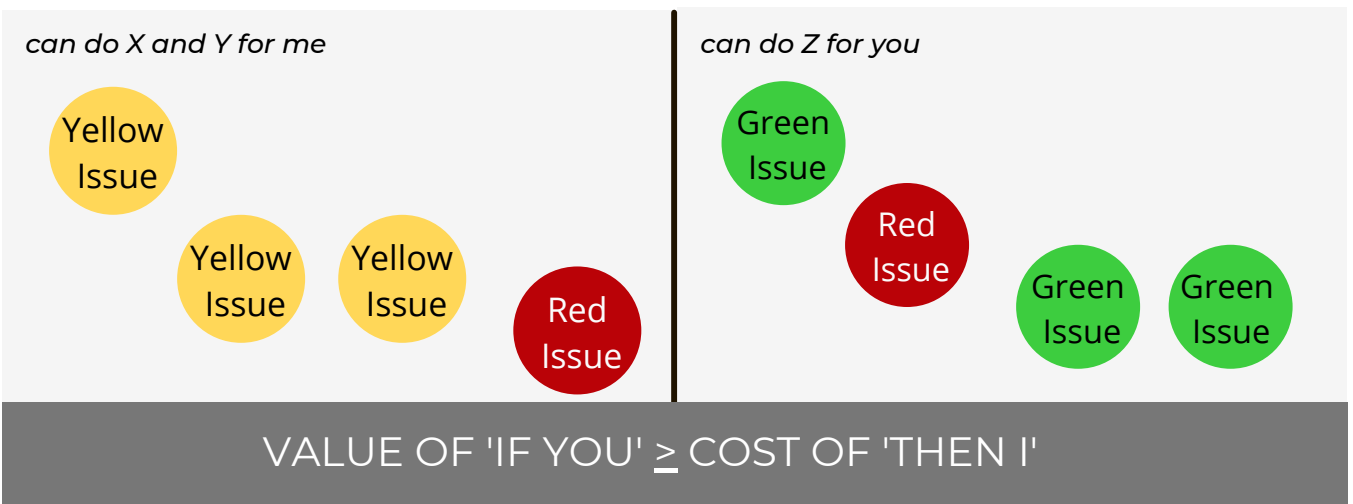
BONUS WORKBOOK

COLLABORATIVE NEGOTIATION PROPOSALS

INSTRUCTIONS: Now it's time to organize your issues into proposals! Take care of your needs first with the yellows and reds before you give away the things that they're chasing. As long as the value of what you're chasing in your "If you" is greater than the value of what you're giving up in the "Then we" you'll always be on top. Once you've organized your issues write them out into sentences on the following page, so you're ready for when things get stressful.

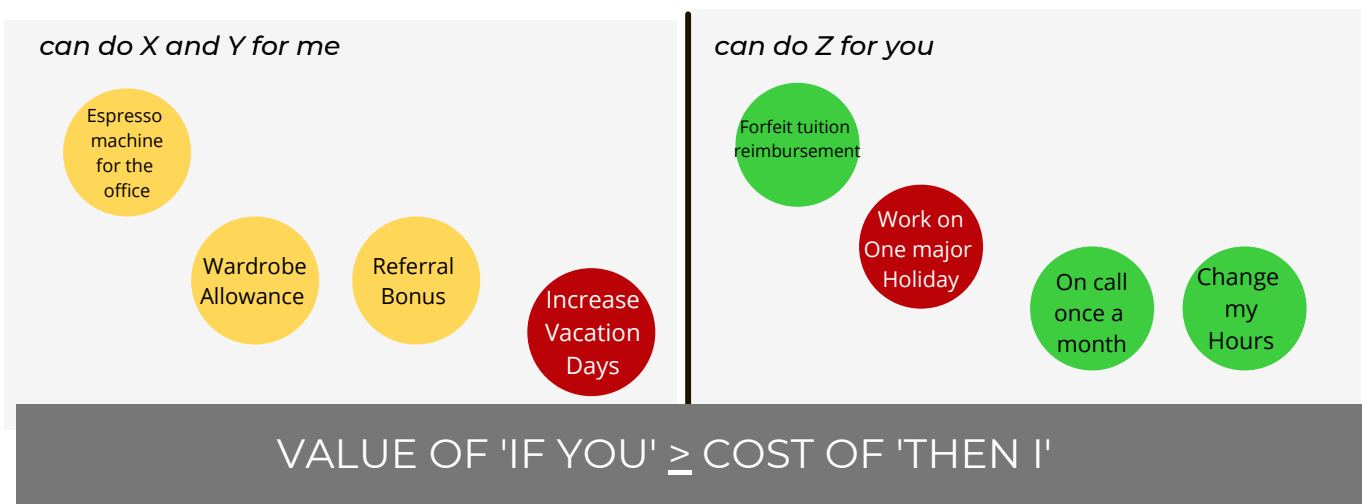
If you...

Then I...



If you...

Then I...





BONUS WORKBOOK

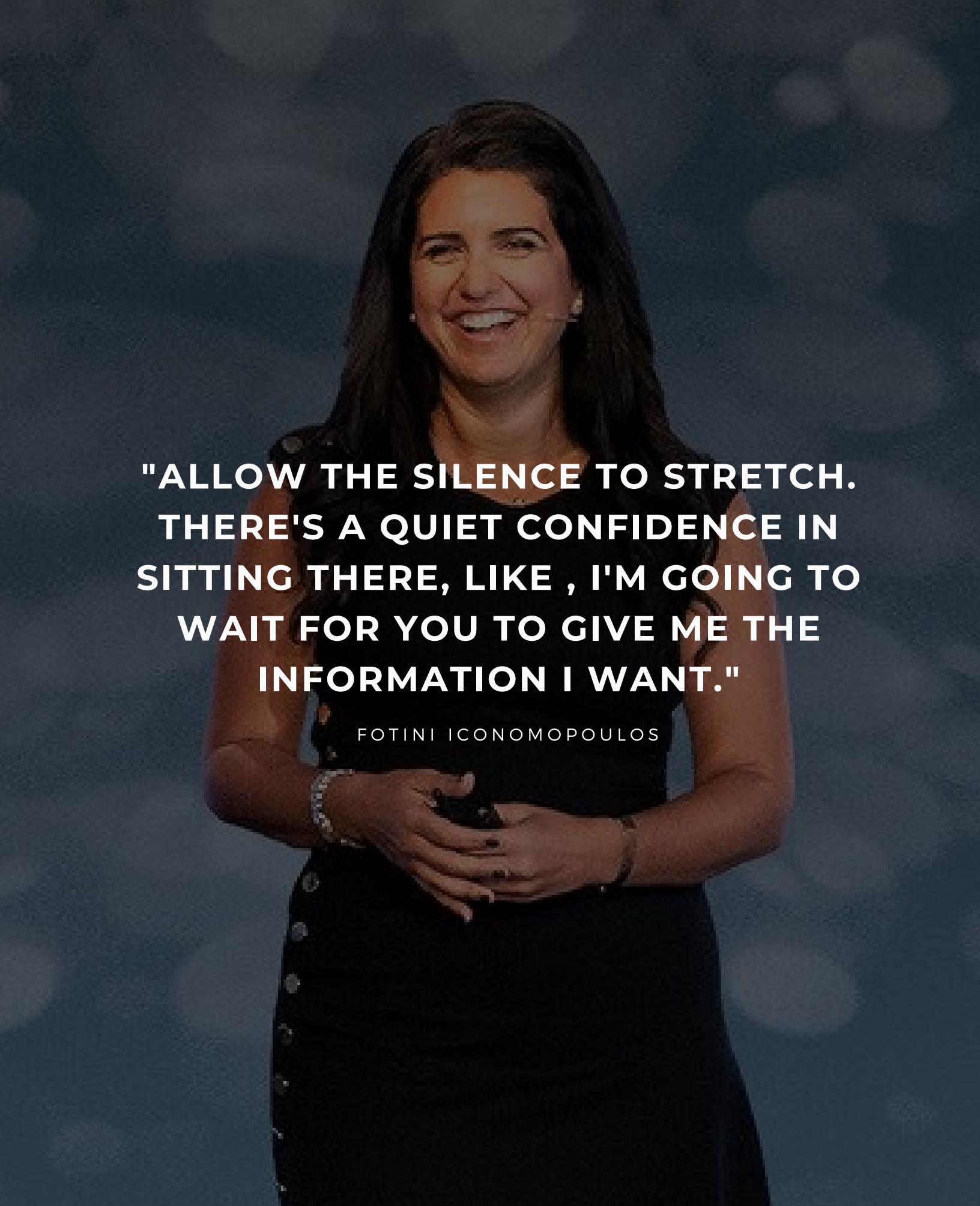
COLLABORATIVE NEGOTIATION PROPOSAL SCRIPT

If you...

can do X and Y for me

Then I...

can do Z for you



**"ALLOW THE SILENCE TO STRETCH.
THERE'S A QUIET CONFIDENCE IN
SITTING THERE, LIKE , I'M GOING TO
WAIT FOR YOU TO GIVE ME THE
INFORMATION I WANT."**

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