

Open-ended Questions to ask in a workplace negotiation

How could we work together to solve this problem?

What would you like to see happen?

What does that look like for you?

What would it take for us to be able to move forward?

How do we get there?

Are you willing to share the impact this has had on you?

Are you willing to hear my perspective?

What ideas do you have that would meet both our needs?

Can you tell me more about that?

What about this situation is most troubling to you?

What's most important to you?

Would you explain the reasons for your position?

Is there any reason you can't?

Why do you think this is a fair and reasonable term or condition?

Why is that point or provision important?

What part of my proposal gives you the most concern?

What documentation or proof do you have to validate your position?

What else do you think I should know?

How comfortable are you with Plan B?

How could I modify this proposal to meet more of your requirements?

What kind of information do you need in order to go forward?

How ready are you to ...?(rather than "Are you ready to ...?")