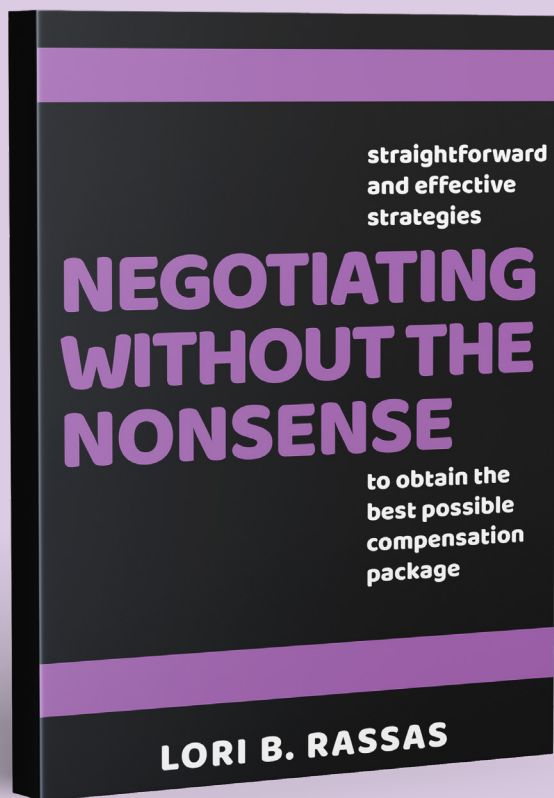


NEW NEGOTIATION BOOK DESIGNED TO LEVEL THE PLAYING FIELD BETWEEN EMPLOYERS AND PROSPECTIVE EMPLOYEES

Some people are drawn to negotiating, whereas to others, just the mention of the word makes their stomach churn. But regardless of how you feel about negotiating, there's no avoiding it as you navigate your career.

Negotiating Without the Nonsense: Straightforward and Effective Strategies to Obtain the Best Possible Compensation Package is a clear and concise tool designed to be a first step in

leveling the playing field between employers, who negotiate the terms and conditions of hundreds of employees, and employees, who may negotiate starting compensation packages and annual raises only a few times in their career.



Negotiating Without the Nonsense

by Lori B. Rassas

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Available on Amazon or shop local and ask your bookstore to order it for you (<https://www.indiebound.org>)

In *Negotiating Without the Nonsense*, employees will learn basic concepts of negotiation, such as the importance of power and how to shift it, how to really understand what both parties want, and how to decide just how aggressive (or passive) to be in the process. Specific strategies used throughout the process such as bluffing, nibbling, and using trial balloons, as well as guidance on how to close the deal when the end is in sight, are also discussed.

Employers often have significant training and resources to support them as they approach the bargaining process. *Negotiating Without the Nonsense* is designed to ensure prospective employees enter these discussions with a solid level of foundational support.

Lori Rassas is an SPHR-certified HR consultant, coach, educator, and employment attorney with more than two decades of experience working with both employers and employees to enhance their workplace cultures. She has her own consulting practice, teaches at a number of prestigious institutions, and is the author of *It's About You Too: How to Manage Employee Resistance to Your Diversity Initiatives and Improve Workplace Culture and Profitability*, *The Portable Perpetual Paycheck: Getting a Job, Keeping a Job, and Earning Income for Life in the Partially Remote Workplace*, *Over the Hill but Not the Cliff: 5 Strategies for 50+ Job-Seekers to Push Past Ageism & Find a Job in the Loyalty-Free Workplace*, *The Perpetual Paycheck (Volume 1)*, *The Perpetual Paycheck: (Volume 2)*, and the textbook *Employment Law: A Guide to Hiring, Firing, and Managing for Employers and Employees*