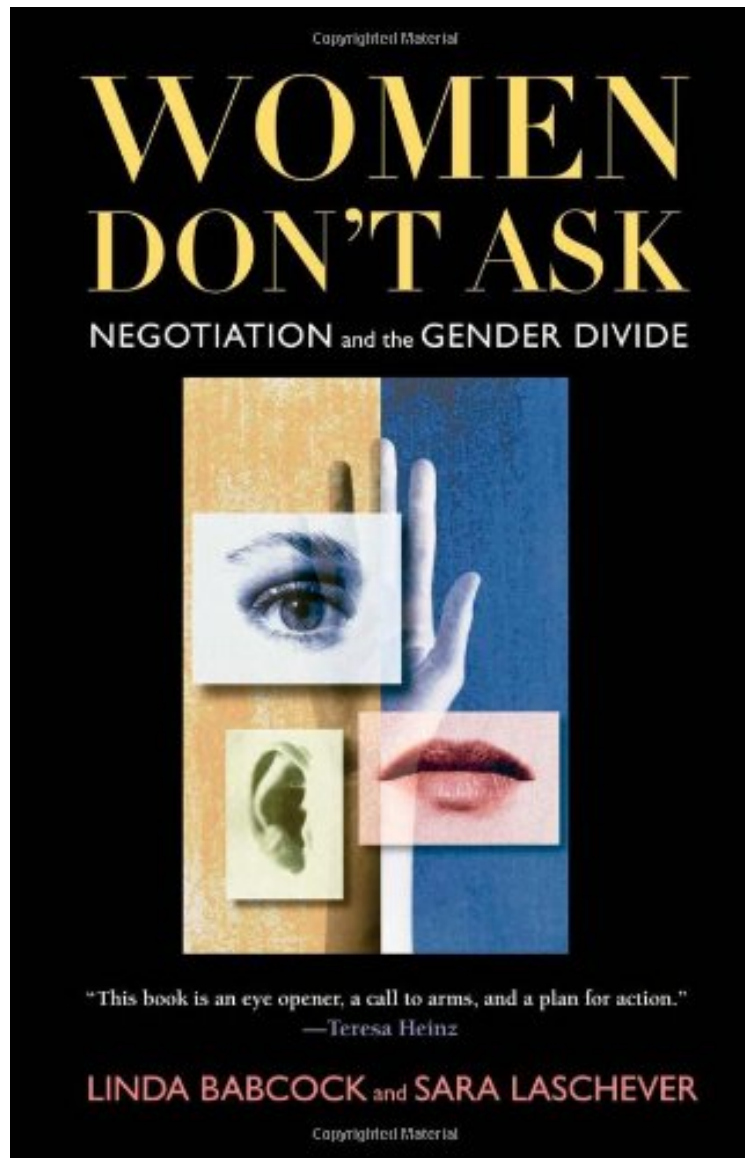


[Download pdf] Women Don't Ask: Negotiation and the Gender Divide

## Women Don't Ask: Negotiation and the Gender Divide

*Linda Babcock, Sara Laschever*  
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#555762 in Books Princeton University Press 2003-09-22 Original language: English PDF # 1 9.42 x .90 x 6.52l, 1.10 #File Name: 069108940X240 pages Great product! | File size: 45.Mb

**Linda Babcock, Sara Laschever : Women Don't Ask: Negotiation and the Gender Divide** before purchasing it in order to gage whether or not it would be worth my time, and all praised Women Don't Ask: Negotiation and the Gender Divide:

2 of 2 people found the following review helpful. Must read for any female or manager By Kathleen T. Foote This book is literally life changing. I know negotiation isn't one of my natural strengths but I didn't realize how systematic the issue was and how much more I could get out of life if I just asked (i didn't even think of this as an option in most

cases!). Really shocking statistics in this book as well as advice for maximizing female's natural advantages in negotiation situations! 2 of 2 people found the following review helpful. Just wish I'd read it in my 20's! By neverenoughtimetoread Women Don't Ask offers perspective-shifting, concrete evidence regarding women's advancement in the workplace and the world. The discussion in the early chapters surrounding negotiating your first salary, or rather the price of not negotiating your first salary, led me to purchasing it as a birthday gift for my college senior niece and begging her to read that section alone prior to interviewing. The lessons in this book apply not only to the working world. I've primarily been a stay at home mom for the past 20 years, and I discovered myself responding to examples thinking "I do that" and "Ohhhh, that's why I do that." The message is empowering and taught me I, my family members, friends and coworkers have much to gain by my being much more clear about what I'm asking for in any given situation. Highly recommend. 1 of 1 people found the following review helpful. Huge confidence boost! By Layne M. I read this while I was in the interview process for my first job in a new field. I was super nervous about trying to negotiate my salary since I haven't always been very confident in the past. After reading this book, I confidently asked for a much higher salary than I would have previously and they accepted! If you're going through interviews or just want a confidence boost, read this book.

When Linda Babcock asked why so many male graduate students were teaching their own courses and most female students were assigned as assistants, her dean said: "More men ask. The women just don't ask." It turns out that whether they want higher salaries or more help at home, women often find it hard to ask. Sometimes they don't know that change is possible--they don't know that they can ask. Sometimes they fear that asking may damage a relationship. And sometimes they don't ask because they've learned that society can react badly to women asserting their own needs and desires. By looking at the barriers holding women back and the social forces constraining them, *Women Don't Ask* shows women how to reframe their interactions and more accurately evaluate their opportunities. It teaches them how to ask for what they want in ways that feel comfortable and possible, taking into account the impact of asking on their relationships. And it teaches all of us how to recognize the ways in which our institutions, child-rearing practices, and unspoken assumptions perpetuate inequalities--inequalities that are not only fundamentally unfair but also inefficient and economically unsound. With women's progress toward full economic and social equality stalled, women's lives becoming increasingly complex, and the structures of businesses changing, the ability to negotiate is no longer a luxury but a necessity. Drawing on research in psychology, sociology, economics, and organizational behavior as well as dozens of interviews with men and women from all walks of life, *Women Don't Ask* is the first book to identify the dramatic difference between men and women in their propensity to negotiate for what they want. It tells women how to ask, and why they should.