

Final Journal

IP PROJECT APRIL 2013: The final paper (5-6 pages) is designed to be a highly personalized and introspective analysis of self to help participants build effective conflict resolution skills, communication skills, and international negotiation skills. Because this paper is highly subject, the grading will be based on the following content

1. To what extent did the participant perform and communicate an in-depth self-analysis?
2. To what extent did the participant use the tools given during the two-week seminar to help better understand him or herself?
3. To what extent did the participant link their behavior (either positively or negatively) to effective international negotiation?
4. Did the participant find areas of improvement? How will participant use the skills learned in the next six months?

PART 1: PERCEPTIONS

- a) For the next two weeks, pay close attention to how people interact with you and react to you. Using 'data points' explain how you think people perceive you. Are these perceptions coherent with what you think about yourself? If not, how do they differ, and is the difference problematic?
- b) Using theories¹, explain dimensions of your culture and personality. To what extent do you feel is your behavior explained by your culture? And by your personality? What areas do you feel most in accordance with your culture and most in accordance with your personality? How are these "traits" perceived (+ or -) by those from another culture?
- c) What other learned traits influence your behavior? Consider childhood events, mentors, education. Explain two major influences (one +/one -) that shape the way you act and think.

PART 2: EMOTIONAL INTELLIGENCE

- a) Over the two week period, investigate feeling rules. How does culture and gender influence feeling rules. What other social norms constrain feeling rules?
- b) Consider the four areas of EI, which activities during the weeks do you feel most challenged/exercised your emotional intelligence? Why?
- c) What did you learn about your own emotional intelligence during the seminar? Be specific.
- d) Describe your strengths in Emotional Intelligence and link those strengths to international negotiation
- e) In what areas of EI could you still improve? What kind of things can you do in the next six months to increase or develop your emotional intelligence?

¹ You can use Trompenaars, Hall, d'Iribarne, Hofstede or a combination of several for culture. For personality, you can use the Big Five, Myers Briggs, or your Personal style (color)

PART 3: CONFLICT RESOLUTION

- a) Take the conflict style assessment given
What is your conflict style? Do you agree with the assessment? Why or, why not?
- b) Describe in detail one of the conflicts or negotiations that took place during the seminar.
What conflict style did you use? Was it effective? Was it consistent with your default conflict style? During which situations or circumstances would it appropriate to change your default conflict style? BE SPECIFIC

PART 4: CROSS-CULTURAL COMMUNICATION

- a) Based on the experience of the two weeks, what was the most surprising thing you learned about Cross-cultural communication?
- b) How does communication change from a group from the same culture to an international group?
- c) What communication tips were most helpful in reaching agreements in your negotiations?
- d) What aspects of your personal communication style do you consider as strengths? What areas of your communication those need in order to be improved to be an effective negotiator?
- e)

PART 5: NEGOTIATION interactions

- a) Consider the negotiations that took place over the past few weeks. How satisfied were the parties with the outcome of their negotiation? Were some groups more successful than others in reaching agreements that maximized joint gains? If so, what factors enable the group to “expand the pie”? Did the groups engage in joint problem solving? If so what led them to solve problem jointly? How did that process affect the result?
- b) Where parties able to understand how and why other interpreted the same facts differently than they did? How was outcome different than it would have been if all parties shared the same nationality/culture?
- c) To what extent did culture affect the negotiation process?
- d) Did you have power or not in your negotiation? If so, was it due to the position you were given or due to extent you became personally involved?
- e) Having gone through the entire exercise, what would you do differently if you could do the simulation again?

PART 6: CONCLUSION

- a) Summarize what you have learned about yourself during the process of writing this journal. What are your strengths? In order to become a better international negotiator, what traits do you need to improve? How do you intend making these improvements?