# Article information:

15 Rules for Negotiating a Job Offer | HBR - Deepak Malhotra
<https://hcrmcorp.com/15-rules-negotiating-job-offer/>

# Article summary:

1. Likability is important in job negotiations, so make sure to present yourself in a positive and likeable manner.

2. Understand the person you are negotiating with and their constraints to better tailor your negotiation strategy.

3. Consider the whole deal and negotiate multiple issues, rather than focusing on just one aspect of the job offer.

# Article rating:

Appears moderately imbalanced: The article provides some useful information, but is missing several important points or pieces of evidence that would be required to present the discussed topics in a balanced and reliable way. You are encouraged to seek a more balanced perspective on the presented issues by exploring the provided research topics and looking at different information sources.

# Article analysis:

The article titled "15 Rules for Negotiating a Job Offer" by Deepak Malhotra provides advice for job candidates on how to negotiate effectively. While the article offers some valuable insights, there are several potential biases and missing points of consideration that need to be addressed.

One potential bias in the article is the emphasis on likability. The author suggests that job candidates should not underestimate the importance of being likable during negotiations. However, this advice may overlook the fact that negotiation should be based on merit and qualifications rather than personal appeal. Focusing too much on likability could lead to unfair advantages for candidates who are more charismatic or outgoing, rather than those who are truly qualified for the position.

Another potential bias is the lack of consideration for power dynamics in negotiations. The article advises job candidates to understand the constraints of the person across the table, but it fails to acknowledge that power imbalances can heavily influence negotiation outcomes. For example, if a candidate is negotiating with a large corporation, they may have significantly less bargaining power compared to the employer. This power imbalance can limit the effectiveness of certain negotiation strategies suggested in the article.

Additionally, there are unsupported claims and missing evidence throughout the article. For instance, when discussing tough questions during negotiations, the author advises candidates to focus on the questioner's intent rather than the question itself. However, no evidence or examples are provided to support this claim or explain why it would be an effective strategy.

The article also lacks exploration of counterarguments or alternative perspectives. It presents negotiation as a one-sided process where job candidates need to navigate various tactics without considering how employers might approach negotiations. This one-sided reporting limits readers' understanding of negotiation dynamics and fails to provide a comprehensive view of the topic.

Furthermore, there is promotional content present in the article. The author includes links to Harvard Business Review's website and promotes their services without providing any critical analysis or evaluation of their credibility or relevance.

In terms of risks, the article does not adequately address potential risks for job candidates during negotiations. It fails to mention the possibility of retribution or negative consequences for candidates who push too hard or negotiate aggressively. This omission leaves readers uninformed about the potential risks they may face when negotiating a job offer.

Overall, while the article offers some useful advice for job candidates, it is important to critically analyze its content and consider potential biases, missing points of consideration, unsupported claims, and promotional elements. Readers should seek additional sources and perspectives to gain a more comprehensive understanding of negotiation strategies in job offers.

# Topics for further research:

* Power dynamics in job offer negotiations
* Negotiation strategies for candidates with less bargaining power
* The role of qualifications versus likability in job offer negotiations
* Risks and consequences of aggressive negotiation tactics in job offers
* Employer perspectives on negotiation strategies in job offers
* Critiques and alternative viewpoints on negotiating job offers

# Report location:

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