STRATEGYSHAPER

EFFECTIVE E-LEARNING IN NEGOTIATION SKILLS

Career Navigation Tools for Researchers

3C Institute
where research and practice come together

The Challenge

Professionals who are **effective negotiators are at a much greater advantage** when competing for jobs, resources, and salaries.

Unfortunately, career negotiation skills are not part of the typical graduate and postgraduate training for research scientists. As a result, many fall off the research career path, lessening our ability to translate advances in the behavioral and biomedical sciences into public health improvements.

CHALLENGES TO SUSTAINING A RESEARCH CAREER

- Inability to negotiate effectively

- Limited career navigation resources

- Lack of planning and preparation

The Solution

With funding from the National Center for Advancing Translational Sciences, 3C Institute partnered with negotiation and career development experts to create Strategy Shaper, **an effective and engaging online course** that helps early career researchers develop the critical negotiation skills they need to succeed.

Strategy Shaper has resulted in an overwhelmingly positive experience for researchers entering the profession. They not only enjoy taking the course, but also benefit from substantial gains in their career negotiation knowledge and skills.

STRATEGIES FOR SHAPING A RESEARCH CAREER

- Effective negotiation skills training

- Strategic career navigataion tools

- Hands-on practice and feedback
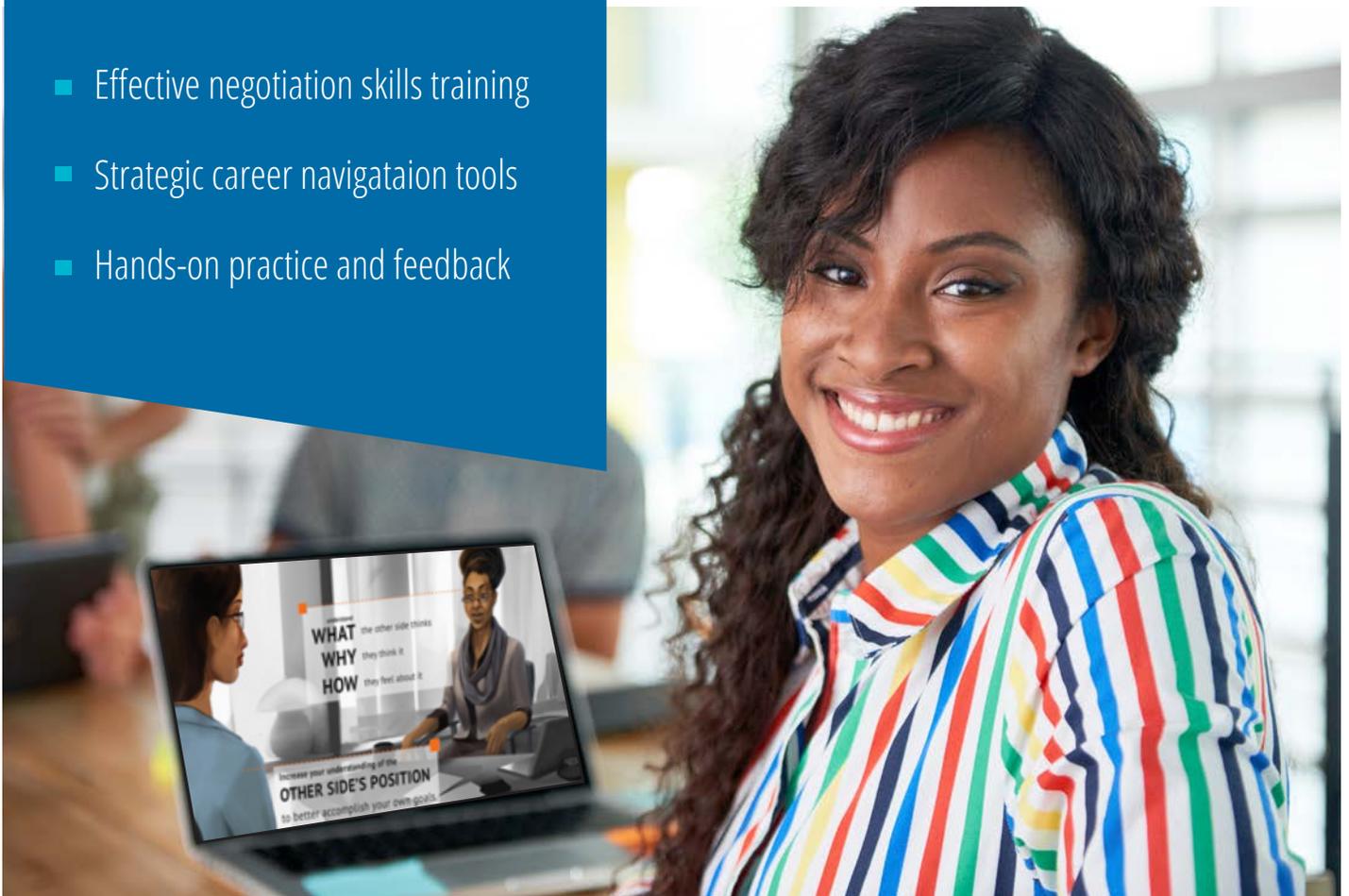
Strategy Shaper offer seven modules of **personalized training and practice in negotiation**. The first three modules focus on negotiation styles and strategies. Each of the four remaining modules covers a key negotiation skill: empathy, assertiveness, flexibility, and social intuition.

Dynamic e-learning platform

Proven E-learning Platform

Proven effective for training, 3C Institute's dynamic e-learning platform provides a self-paced, multimedia learning experience with opportunities for hands-on practice and feedback.

Personalized module order

Personalized Training

After completing the Dynamic Negotiation Approach Diagnostic, the order of course content is customized for individual negotiation style preferences so users can focus on the skills they would most benefit from developing.

Interactive menu

Interactive Exercises

Negotiation skill-building exercises, including offline activities, test knowledge and help users apply what they're learning.


Dynamic Negotiation Approach Diagnostic (DYNAD)

The DYNAD is a widely used, research-based diagnostic tool to learn about your negotiation style preferences. Your personalized report will improve your understanding of how you respond to different conflict situations and the advantages and disadvantages of your approach. Also available separately for purchase on 3C Marketplace.

Buy the **DYNAD**

ABOUT THE PRODUCT
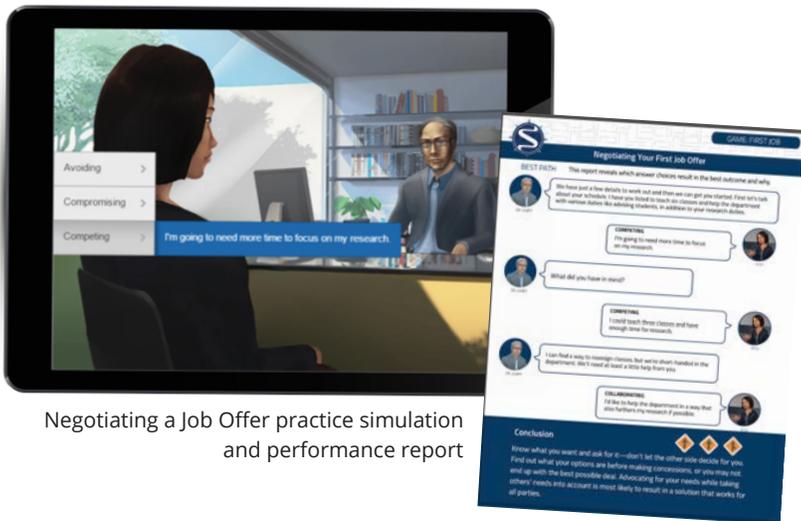
Negotiating a Job Offer practice simulation and performance report

Practice Simulations

Virtual simulations of common career scenarios, such as negotiating a job offer, a promotion, and authorship, provide opportunities to practice newly acquired skills.

Dynamic Reports

Self-assessments and practice simulations generate dynamic reports that summarize results and provide performance feedback.
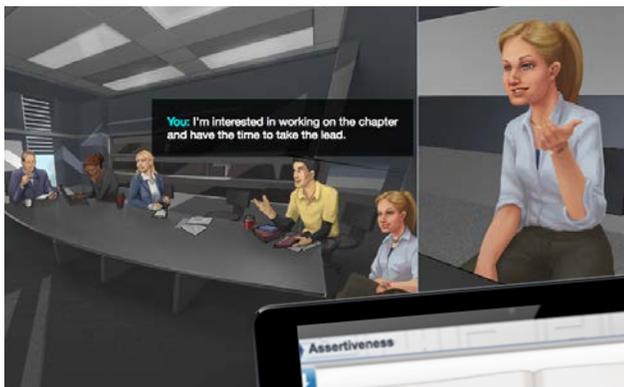
Negotiating Authorship practice simulation and performance report

COURSE FEATURES

- Research-proven curriculum
- Online, self-paced format
- Diagnostic self-assessments
- Virtual practice simulations
- Personalized performance feedback
- Real-life application exercises

BUY OR DEMO STRATEGY SHAPER

strategyshaper.com

3C Institute tested the efficacy of Strategy Shaper with self-described "early career researchers" (N=93).

More than 90% of participants were graduate students or postdocs.

Results

As shown in Figure 1, **researchers experienced significant increases in their negotiation knowledge, skills awareness, and professional self-efficacy** after taking Strategy Shaper.

Specifically, they had a better understanding of their personal career negotiation skill set and greater confidence in their ability to overcome obstacles in their work.

"Strategy Shaper was easy to use, quick, and straightforward. It provided me with information I wouldn't have pursued on my own, and that's helpful to my career."

Figure 1. Strategy Shaper Participant Outcomes

Percent Improved

100
80
60
40
20
0

Negotiation Knowledge | Negotiation Awareness | Occupational Awareness | Professional Self-Efficacy
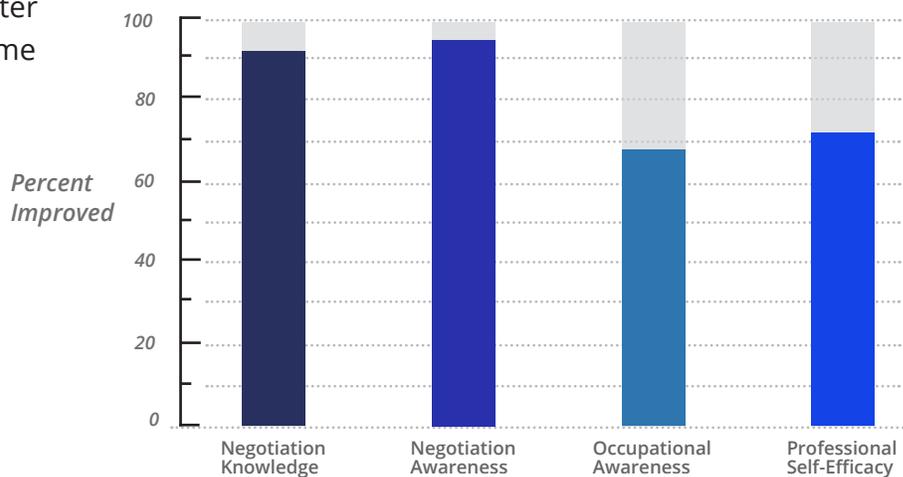
100%

OF STRATEGY SHAPER USERS
IMPROVED THEIR NEGOTIATION KNOWLEDGE & SKILLS

"I have successfully negotiated the authorship of a publication, and a bigger refund on trip expenses. Before Strategy Shaper I wouldn't have even considered asking for it."

95%

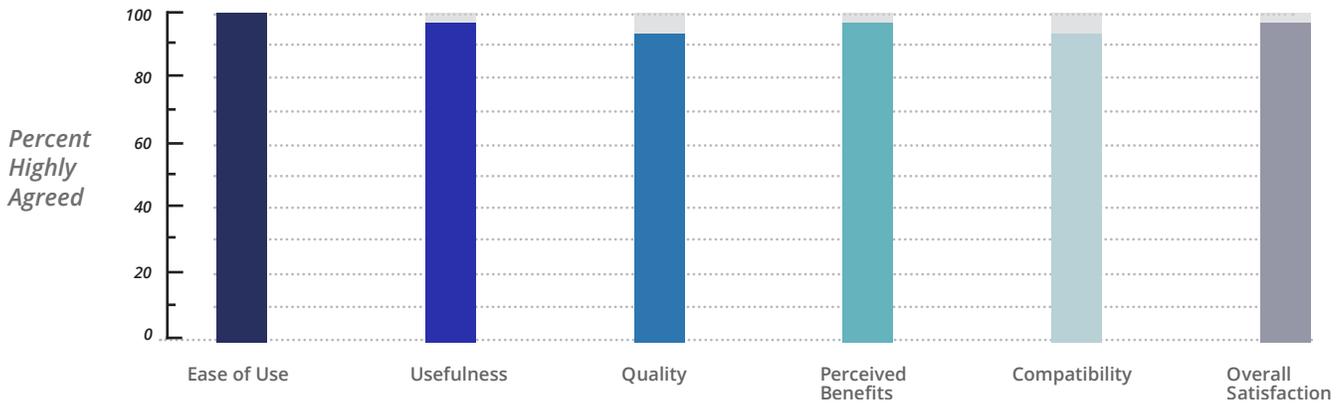**OF RESEARCHERS** SAY STRATEGY SHAPER IS **HIGHLY USEFUL, BENEFICIAL, AND EASY TO USE.**

Reviews

As shown in Figure 2, more than 95% of **researchers reported they were highly satisfied with Strategy Shaper**, finding it useful, beneficial, and easy to use. They particularly liked the negotiation simulations, which were viewed as excellent opportunities to practice in a fun and low-stakes environment. They also praised the clarity, presentation, and personalization of the content.

"Strategy Shaper made me aware of the subtleties and complexities of negotiating in an academic environment."

Figure 2. Researcher Ratings of Strategy Shaper

Bar chart showing *Percent Highly Agreed* (y-axis 0 to 100) for: Ease of Use, Usefulness, Quality, Perceived Benefits, Compatibility, Overall Satisfaction — all approximately 93–100%.

Praise from Researchers

"I truly enjoyed taking Strategy Shaper and will continue to use what I learned for years to come!"

"Strategy Shaper is directly relevant to situations I will find myself in throughout my career. Now I know how to approach negotiations and get the best out of them."

When asked how Strategy Shaper had helped them, **more than half of researchers said they had already used what they learned** to negotiate:

- Salary

- Roles and responsibilities

- Resources (e.g., space, assistance)

- Project scope and timelines

- Mentorship

- Human resources policies (e.g., work schedule)

See "Summary Statistics" section for study data and measures information.

"When I negotiated how much time to spend supervising undergraduates versus my own work, I was able to get more time to focus on my research."

"I negotiated adding an undergraduate researcher to my team and was able to convince my advisor to agree with me. Woo-hoo!"

"I used strategies from the course to plan a meeting with my advisor and negotiate a new project and the responsibilities associated with it."

"I was recently at a job interview and found myself using my negotiation skill set. It was interesting to see it actually WORK!"

CONCLUSION

Strategy Shaper offers personalized e-learning and practice in negotiation for early career researchers. Course users benefit from substantial gains in their negotiation knowledge, skills awareness, and professional confidence. Proven effective and highly rated, Strategy Shaper helps scientists new to research successfully navigate their career.

Buy or demo	*E-mail*	*Call*
strategyshaper.com	**services@3cisd.com**	**(888) 598-0103**

ABOUT THE SOFTWARE DEVELOPERS

3C Institute, an award-winning research and development company (www.3cisd.com), is the leading provider of custom technology solutions to improve social, emotional, and behavioral health through assessment, training, and treatment. Strategy Shaper was developed by a diverse team of developmental, behavioral, and clinical researchers; software, game, and website developers; and editors, artists, and media specialists.

3C Institute has expertise in evidence-based programs implementation science, and adaptive online assessment and game technology. Web-based services for researchers include e-learning for professional development and behavior change, child-friendly data collection, real-time analytic reporting tools, and implementation support.

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• 2R44TR000256-02
• 1R43TR000256-01

ABOUT THE CURRICULUM AUTHORS

David J. Kupfer, MD
Professor of Psychiatry, University of Pittsburgh School of Medicine

Dr. David Kupfer has spent almost two decades developing effective training methods in career navigation skills for behavioral health investigators. He's co-director of the Research Career Development Institutes (CDIs) for Psychiatry and for Bipolar Disorder, both of which support scientists committed to a career in research. With funding from the National Institute of Mental Health, Kupfer developed the CDIs to expand the successful in-person four to five-day conference approach to career navigation training into a longitudinal online training experience with ongoing access to mentoring, peer support, and career development resources. The hundreds of CDI program graduates have been successful in acquiring government and foundation funding for their research, publishing peer-reviewed papers, landing sought-after research positions and faculty appointments at top institutions, and receiving their own mentoring awards.

Andrea Schneider, JD
Professor and Director of the Dispute Resolution Program, Marquette University Law School

Negotiation expert Andrea Schneider has taught thousands of professionals how to advance their careers with negotiation skills training. She has published numerous articles and books on negotiation and dispute resolution, and she regularly conducts trainings for law firms, corporations, court systems, and other organizations throughout the country. As a faculty member of the Research Career Development Institute for Psychiatry, she teaches effective negotiation strategies for research scientists in the fields of substance abuse, mental health, and human behavior.

Melissa DeRosier, PhD
Chief Executive Officer, 3C Institute

Dr. Melissa DeRosier has extensive experience training and mentoring research scientists. In addition to managing the research team at 3C Institute, she holds faculty appointments as research assistant professor in the School of Education at the University of North Carolina at Chapel Hill (UNC-CH), consulting associate faculty in Medical Psychiatry at Duke University Medical Center, and adjunct assistant professor of psychiatry in the Department of Psychiatry at the University of Pittsburgh Medical Center. She serves on the faculty for researcher training programs, including the Center for Developmental Science at UNC-CH, the Leadership Training Institute for underrepresented research scientists, and the Research Career Development Institutes for Psychiatry and for Bipolar Disorder. Dr. DeRosier also leads several National Institutes of Health-funded projects examining how to use technology to effectively enhance the training of behavioral scientists, including 4researchers.org.

SUMMARY STATISTICS AND MEASURES

Table 1. Strategy Shaper Participant Outcomes

Measure Name	Mean (SD)		t-value	% improved
	Pretest	Post-test		
Negotiation Knowledge % correct	50% (12%)	69% (8%)	-13.75**	91%
Negotiation Awareness	2.81 (.89)	4.40 (.45)	16.45**	95%
Occupational Awareness	4.03 (.65)	4.45 (.54)	5.76**	68%
Professional Self-Efficacy	4.75 (.63)	5.04 (.57)	5.20**	72%

**$p<.01$

Table 2. Researcher Ratings of Strategy Shaper

Area Rated	Means	SDs	% highly agreed (>5)	N
Ease of Use	6.55	.51	100	91
Usefulness	5.99	.83	96	93
Quality	6.17	.93	91	93
Perceived Benefits	6.16	.88	96	93
Compatibility	6.05	.86	92	92
Overall Satisfaction	6.08	.86	96	N

Ratings made on a 7-point scale, from "strongly disagree" to "strongly agree"

SUMMARY STATISTICS AND MEASURES

Measures

Usability Testing	Number of Items	Source
Ease of Use	*4*	Venkatesh & Bala (2008)
Usefulness	*7*	Adapted from Venkatesh & Bala (2008)'s usefulness subscale
Quality	*5*	First 3 items from PSSUQ interface quality subscale (Lewis, 1995), and last 2 items adapted from Venkatesh and Bala (2008)
Perceived Benefits	*5*	First 4 items adapted from Venkatesh and Bala (2008), and last item added
Compatibility	*4*	From Moore and Benbasat (2001), with last item added
Overall Satisfaction	*7*	Created for this study

Efficacy Testing	Number of Items	Source
Negotiation Knowledge Test	*25*	Created for this study, scale is multiple choice and true/false
Negotiation Awareness	*4*	Subscale adapted from Career Competencies Questionnaire, ranging from 1 to 5 (Akkermans et al., 2012)
Occupational Awareness	*3*	Subscale from Career Competencies Questionnaire, ranging from 1 to 5 (Akkermans et al., 2012)
Professional Self-Efficacy	*6*	Occupational Self-Efficacy Scale, ranging from 1 to 6 (Rigotti et al., 2008)