

STUDY GUIDE

The Psychology of Negotiation: Understanding Behavior, Bias & Influence

Course/training name	The Psychology of Negotiation: Understanding Behavior, Bias & Influence
Host Institution(s)	University of Konstanz
Co-organising Institution(s) (if applicable)	n/a
Course level (if applicable)	Bachelor / Master
Name and faculty of the lecturer(s)/trainer(s)	Felix Koch, external trainer. The Negotiation Studio Konstanz.
Mode of delivery	Online live
Location (if applicable)	n/a
Dates of the <u>online</u> component (if applicable)	From 21 November 2025 to 23 November 2025



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Dates of the <u>on-site</u> component (if applicable)	n/a																						
Cost	None																						
Target audience(s)	☒ Bachelor's ☒ Master's ☐ PhD ☐ Educators ☐ Researchers ☐ Administrative staff																						
Prerequisites	no																						
Main Thematic Arena(s)	☐ Arena 1 - Health and Well-Being ☒ Arena 2 - Social Equality and Well-Being ☐ Arena 3 - Environmental change and Well-Being ☐ Arena 4 - Multilingualism and Well-Being ☐ Arena 5 - Teacher Education and Well-Being ☐ Transversal																						
Field(s) of research / study	Negotiations																						
Related Sustainable Development Goals (SDG)	<table border="1"> <tr> <td>☐ 1 - No poverty</td><td>☒ 10 - Reduced inequalities</td></tr> <tr> <td>☐ 2 - Zero hunger</td><td>☐ 11 - Sustainable cities and communities</td></tr> <tr> <td>☐ 3 - Good health & well-being</td><td>☐ 12 - Responsible consumption & production</td></tr> <tr> <td>☐ 4 - Quality education</td><td>☐ 13 - Climate action</td></tr> <tr> <td>☒ 5 - Gender equality</td><td>☐ 14 - Life below water</td></tr> <tr> <td>☐ 6 - Clean water & sanitation</td><td>☐ 15 - Life on land</td></tr> <tr> <td>☐ 7 - Affordable & clean energy</td><td>☒ 16 - Peace, justice & strong institutions</td></tr> <tr> <td>☐ 8 - Decent work & economic growth</td><td>☐ 17 - Partnerships for the goals</td></tr> <tr> <td>☐ 9 - Industry, innovation & infrastructure</td><td></td></tr> </table>					☐ 1 - No poverty	☒ 10 - Reduced inequalities	☐ 2 - Zero hunger	☐ 11 - Sustainable cities and communities	☐ 3 - Good health & well-being	☐ 12 - Responsible consumption & production	☐ 4 - Quality education	☐ 13 - Climate action	☒ 5 - Gender equality	☐ 14 - Life below water	☐ 6 - Clean water & sanitation	☐ 15 - Life on land	☐ 7 - Affordable & clean energy	☒ 16 - Peace, justice & strong institutions	☐ 8 - Decent work & economic growth	☐ 17 - Partnerships for the goals	☐ 9 - Industry, innovation & infrastructure	
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Number of ECTS and/or workload (in hours)	3-5 ECTS, 24 hours (+ Essay)																						
Language(s) of instruction	English																						
Key words	Negotiation	Psychology	Skills	Communication	Conflict Resolution																		
Catch Phrase	See beyond positions — influence negotiation outcomes with insight.																						



Total number of places for EUniWell participants	11 places
Application procedure	Application form on the EUniWell Courses and Training Catalogue
Selection criteria	Selection according to the applicants' profiles and motivation letters
Abstract	<i>This seminar explores the psychological foundations of negotiation in various contexts (such as: politics, leadership, team decision-making), combining theory with hands-on practice. Students will learn how cognitive biases, perception, emotion, and social framing shape negotiation outcomes. We will examine key negotiation theories, including the Harvard Negotiation Concept, and explore core concepts such as positions vs. interests, anchoring, framing, BATNA, and power dynamics. Using a behavioral lens, the course looks at how people actually behave in negotiations. A central feature of the course is a series of 3–4 negotiation exercises, which become gradually more complex and realistic. These range from dyadic simulations to multi-party or political negotiation settings. Each simulation is followed by structured debriefs and reflection to deepen learning and self-awareness.</i>
Programme / session(s)' schedule	3 days, 32 teaching hours, 9 AM – 5 PM. Friday + Saturday + Sunday. 21 – 23 November 2025 (online)
Developed skills and competences	<u>S1 - communication, collaboration and creativity</u> <u>S1.1 - negotiating</u> <u>T4 - social and communication skills and competences</u> <u>T4.1 - communicating</u> <i>Resolve Conflict, Negotiate Compromise</i> <u>https://esco.ec.europa.eu/en/classification/skill_main</u>
Objectives and learning outcomes	After completing the course, participants will be able to: • Demonstrate a comprehensive understanding of psychological factors influencing negotiation, including biases and framing effects. • Employ principled negotiation techniques based on the Harvard Concept to achieve better outcomes. • Strategically manage power dynamics, emotions, and trust to influence

	negotiation processes. • Adapt negotiation tactics to diverse cultural and gender contexts with increased sensitivity and effectiveness. • Execute complex negotiation strategies involving multiple parties and political considerations. • Develop practical skills through simulations, enabling confident handling of difficult and high-pressure negotiation scenarios. • Articulate a personalized plan for ongoing negotiation skill enhancement based on reflective learning.
Assessment methods and criteria (if applicable)	3 ECTS credits: 15–20 minute presentation on an individual topic 5 ECTS credits: 8–10 page written essay consisting of: - Part 1 (40%): Academic elaboration of the presentation - Part 2 (60%): Personal reflection on the seminar
Type of certification issued upon attendance or completion	EUniWell Certificate of Achievement
Contact	List of local EUniWell catalogue's coordinators available here. <i>For questions related to the content of the course and administration, please contact euniwell@uni-konstanz.de</i> <i>For questions related to the recognition of the course in your curricula, please contact your home Institution's local coordinator.</i>