Understanding the Psychology of Collaboration

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Discussion

**Annotated Biography: Understanding the Psychology of Collaborators**

**Brooks, B. W., & Rose, R. L. (2018). The influences of matched versus mismatched negotiation orientations on negotiating processes and outcomes.*Journal of Marketing Theory and Practice, 16*(3), 199-217. Retrieved from** [**https://search.proquest.com/docview/212189457?accountid=45049**](https://search.proquest.com/docview/212189457?accountid=45049)

The article assesses the orientations of various negotiating processes. It does this by comparing some of the outcomes and the goals that need to be achieved by each. In doing so, a reader is able to understand the various factors that could motivate one to pursue a different outcome in the negotiation process. The article is helpful to the research since it offers a lot of information detailing the outcomes that are desired by collaborators. Such information may help guide the direction that a negotiation process takes.

**Hopkins, M. M., & Yonker, R. D. (2015). Managing conflict with emotional intelligence: Abilities that make a difference.*The Journal of Management Development, 34*(2), 226-244. doi:http://dx.doi.org/10.1108/JMD-04-2013-0051**

The article delves into the relationship that exists between conflict management styles and emotional intelligence capabilities. I selected the article because I was required to pick at least one article that delved into conflict management in the workplace. Conflict management is often undertaken by collaborators. Understanding emotional intelligence may help a reader amass a lot of knowledge on their psychology. The article will be important for the research since it will bring onboard a lot of information that collaborators can use when managing conflict in the workplace. The main piece of information that the article brings is the important of emotional intelligence in conflict management or resolution.

**Shell, G. R. (2017). Bargaining styles and negotiation: The Thomas-Kilmann conflict mode instrument in negotiation training.*Negotiation Journal, 17*(2), 155-174. Retrieved from https://search.proquest.com/docview/205151854?accountid=45049**

The article delves into the various bargaining styles that may be used during a negotiation process. The main method that is applied is the Thomas-Kilmann conflict mode. By understanding the method and its application by collaborators, one is able to understand their psychology and this is the central or focal point of the research paper. The main method that is used in the paper is measuring the various TKI measures as the main way of understanding the perceptions of the collaborators. I feel the source will be helpful because it will allow readers to get into the mind of collaborators and determine some of the things that may motivate them in various negotiation processes.

**Vojvodic, K., Martinovic, M., & Pusic, A. (2019). *Compromise or else: managing conflicts in the negotiation process*. Varazdin: Varazdin Development and Entrepreneurship Agency (VADEA). Retrieved from https://search.proquest.com/docview/2230609748?accountid=45049**

The article delves into the importance of compromise in any negotiation process. When conducting a negotiation, every party should be willing to compromise by foregoing the demands they had before the start of the negotiation process. If a party does not compromise, conflicts can be observed and this may lead to a break in the whole negotiation process. The source will be an important piece to the research since it identifies some of the strategies that can be used to resolve disputes or conflicts in the workplace. The mention of the need for compromise may help improve the content of the research paper and be used by collaborators.

**Zhou, J., Zhang, Z., & Xie, T. (2014). Making collaborators happy: The outcome priming effect in integrative negotiation.*Public Personnel Management, 43*(3), 290-300. Retrieved from** [**https://search.proquest.com/docview/1665117259?accountid=45049**](https://search.proquest.com/docview/1665117259?accountid=45049)

The article delves into the important role that is played by integrative negotiation and the need to always ensure that it is part of management of public entities. The article relates to the psychology of collaborators by coming up with strategies that can guarantee the satisfaction in various negotiation processes that they are part of. When these happens, they can help address any issues that could be present in the workplace including conflicts among employees or various stakeholders. I feel the source will be useful to the final research paper since it ascertains the need to keep collaborators happy for any success to be observed.

References

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