

Abstract:

This paper was created by extending and updating master thesis „Psychological Aspects of Negotiation“ by chapter Lies and Deception in Negotiation, several new research hypotheses and updated content and literature.

The theoretical part of the paper presents key topics of negotiation research from the perspective of social cognition – definition issues, phases of negotiation, distributive and integrative negotiation, negotiation – related variables (personal, emotional-motivational, cognitive, and interpersonal) and finally methods and approaches of studying negotiation.

The empirical part of the paper consists of two related studies. The first part maps relations between variables in model negotiation. It uses two questionnaire tools – the Individualistic Orientation Inventory (IOI) and the Subjective Value Inventory (SVI – new Czech version).

The second part uses 30-second segments of mute video recording from the beginning of the model negotiations in the first part of study. Naive judges then evaluate these thin slices of communication, guess the result (agreement/disagreement), whether the negotiators take advantage of integrative potential, and their satisfaction with result and relationship after the negotiation. The naive judges are found to predict achieving future agreement on a significant level. The effect of additional information on nonverbal communication and negotiation was proven to increase effect of the ability of this intuitive judgment. More complex research questions, such as estimating whether parties use the integrative potential, or their satisfaction, were estimated at levels not exceeding random guess probability band.