

## **The Emotionally Competent Advisor:**

### **How developing cognitive and emotional skills can improve political negotiations**

**Lecture given to the Council of the EU**

**(Administrators and political advisors)**

**November 4<sup>th</sup>, 2014**

In this lecture, important aspects of the negotiation process were highlighted, which included cognitive and motivational factors, as well as emotional intelligence. Managing emotions and integrating feelings and thinking may increase the chances of delivering more effective negotiation advice and help the message pass. Mindful negotiators and advisors certainly prepare their negotiations. They have analytical abilities and high IQ. They are aware of the context in which they act. They try to know more about their counterpart and are aware of preparing their own plan B (BATNA) in case something does not go according to their expectations. Politicians, negotiators and advisors can do that and much more however, and still not be prepared if they haven't thought about the emotional side of the negotiation process. Everyday we think and make decisions and judgments, and each of these thoughts, decisions, and judgments is made with emotion. Thinking, feeling and acting are interdependent aspects of the same process. This is not our choice, but it is simply the way our mind, brain, and body are wired. Of course, we can ignore emotions and try to be "rational", but this way we risk making poor decisions. In that respect, political negotiations in the GSC environment are no different: the process by which negotiators generate a vision and communicate it to their counterparts so that they remember it, believe it, and buy into it will likely have a lot to do with more than just the words, numbers, facts, rationality. It is the emotion and feeling behind the words that will have the biggest impact on your message.

In this lecture, participants received evidence-based information on:

- why and how emotions are an integral part of the decision-making process in political negotiations;
- how to integrate that dimension in their negotiation advice.