

**ARE THERE DISCERNIBLE DIFFERENCES AMONG NEGOTIATORS —
ON THE BASIS OF GENDER, RACE, ETHNICITY?**

1) Are the X's and Y's (defined by gender or race or culture) different from each other as negotiators? If so, are they different in:

- strategy?
- style?
- ethics?
- Machiavellianism?
- effectiveness?
- the sources of power they use?
- the options that they choose to deal with a concern/complaint?
- in some other way that is important?

2) If you think the X's and the Y's are different from each other — are the groups **SIGNIFICANTLY** different?

3) Do you think that the differences if any are malleable? (Could they be changed by training or experience?)

4) Do people **TREAT** the X's and the Y's differently?