

## **Instructor's Notes**

### *Yearly Review*

It is commonplace for people to see performance evaluations as a competitive or distributive negotiation. And performance evaluations-whether they are done daily and on the spot-or once a year if at all, can be very important in the context of workplace relations. This case can and will be played collaboratively, competitively, punitively...and so on. It provides a chance for the Instructor to help illuminate the importance of perceived and intended strategies on the part of each player. In addition you will wish to debrief this game in terms of SOURCES OF POWER. Who has the most power? what kinds of power does each have (refer of course to the materials in Negotiations 101).

(In this real case, everything fell apart. The employee had a good BATNA-see Negotiations 101 Sources of Power. The company lost a very valuable employee who felt disrespectfully treated.)