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## **Do You Resemble That Remark? \***

Have you ever been in a meeting with a colleague, or a negotiation with a counterpart, and found that your posture was mirroring theirs? Maybe you both were sitting in the same position, leaning back with your legs crossed. Did you feel self-conscious, and wonder if you should shift position?

Research suggests that you should do the exact opposite. Behavior-matching can produce better negotiation outcomes. In one negotiation study, participants were either told to mirror the other (lean back in your chair if the other person does) during a negotiation, or were not asked to mirror that person. When one party mirrored the other, the two parties reached a deal 67 percent of the time. When they weren't told to mirror the other: only 12.5 percent.

Additional data showed that mirroring led to increased trust, and that increased trust usually led one negotiator to feel comfortable disclosing details that were necessary to break a stalemate and create a solution for both parties.

Behavior-mirroring is a sign that you're both striving to build rapport, connect, and find common ground, even if you don't know how or when the mimicry started. We tend to view those who mimic our movements when they talk to us as more persuasive and honest than those who do not mimic us.

The natural mirroring of your counterpart can reflect positively on your settlement results.

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\* "I resemble that remark" was a clever play on words, used to deflate a humorous jab, usually attributed to comedian Groucho Marx.