

> Monday, May 15th, 2023

11:00 - 12:30

ICoN-ICIE RESEARCH SEMINAR

**RESEARCH
SEMINAR**



EMPOWERING CHANGEMAKERS FOR A BETTER SOCIETY

‘MULTICULTURAL EXPERIENCE, GLOBAL IDENTITY, AND INTERCULTURAL NEGOTIATIONS’

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ABSTRACT

We explore how and when foreign experience influences negotiation outcomes in intracultural and intercultural negotiation contexts. Four studies with negotiators from multiple cultural backgrounds with varied negotiation cases reveal differential effects of deep and broad foreign experiences on negotiation outcomes. Deep foreign experience improves intercultural negotiation outcomes, and the effect is mediated by global identity. Somewhat surprisingly, broad foreign experience improves intracultural negotiation outcomes, and the effect is mediated by local identity. Our findings demonstrate a sophisticated alignment among foreign experience, cultural identity, and the context of negotiation, offering insight of studying how experience and identity affect social interactions.