

Why it pays to ASK for advice

Whether you're trying to resolve a dispute, navigating a difficult performance review or communicating your accomplishments, asking for advice will increase your likeability



Seeking advice inherently employs multiple self-presentation tactics, including ingratiation, self-promotion and supplication. It allows us to improve both our competence and our likeability.

Think about the last time someone asked you for advice.

How did you respond? You probably had at least one of these reactions: You offered thoughtful ideas to help solve the problem. You were flattered to be asked for your opinion. You tried to put yourself in the other person's shoes. You felt invested in the person's success. These reactions generate goodwill and make advice-seeking an effective negotiation strategy.

Problem-solving

Most obviously, soliciting advice helps you find solutions to genuine problems. An advice request conveys interest in your counterpart's ideas and encourages her to propose solutions you might never have considered.

Furthermore, advice-seeking can disarm potentially defensive opponents. When you ask someone for advice, rather than issuing demands or attacks, you frame your negotiation as a joint problem-solving task and establish a norm of collaboration. In one study, when an individual was instructed to ask an opponent for advice during a dispute, the pair was more likely to reach an agreement that would foster a continued relationship and avoid legal action than were pairs not instructed to ask for advice.

Flattery

Whether you're trying to resolve a dispute, navigating a difficult performance review or communicating your accomplishments, asking for advice will increase your likeability, research suggests. Does it matter if your counterpart likes you? Research demonstrates that likeability better predicts hiring and other outcomes than perceived competence.

Asking a fellow negotiator for advice is an implicit endorsement of his opinions, values and expertise. Furthermore, because advice requests signal respect, they are likely to flatter almost anyone. Subordinates who feel undervalued probably will be delighted to be solicited for their insights, and superiors are likely to appreciate your deference to their authority and experience.

Perspective-taking

When you ask a bargaining counterpart for advice, you may prompt him to look at the world from your vantage point. In one study, researchers found that advice requests turned negotiators into better perspective takers.

A powerful force in negotiation, perspective-taking enables parties to understand each other's underlying interests, find creative solutions and avoid seeing harsh motivations for behaviour.

Commitment

"If you want advice, ask for money," an old political maxim goes. The corollary can be even more critical for success: "If you want money, ask for advice."

Savvy politicians seek advice to build relationships with constituents and potential contributors. Delivering advice requires a small amount of time, but it engenders a sense of commitment that can be invaluable. People who make a small investment are more likely to make a larger investment later on, notes Robert Cialdini of Arizona State University in Tempe.

In a classic study from the 1960s, psychologists Jonathan Freedman and Scott Fraser found that asking people to sign a safe-driving petition a week before asking them to post an unsightly sign advocating driving safety on their front lawns increased compliance with this burdensome request.

At the bargaining table, a negotiator who is asked for and gives advice is much more likely to follow through on any negotiated agreement she helps create. This is especially true when you're dealing with agents in negotiations. When seeking advice from others, you give a degree of responsibility for your outcome to your counterpart and motivate him to advocate your cause to his principal, the ultimate decision-maker.

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*When in Doubt, When in Struggle
ASK for Advice, Ask for Guidance
Relax the Mind, Wait, Be Patient
And The Universe will give
You an Answer, Then Just
Seek to Understand the Answer*

*The Essence of Hinduism is to teach good
moral ethical righteousness to people based
on their different paths or level of mind.
And to teach that your actions will
produce a Karma cycle in your life.*

**"Whenever righteousness declines
and unrighteousness rises, God
incarnates himself on earth to
restore goodness + righteousness."**



The "Trimūrti" (/tri'muər̩ti--Sanskrit: त्रिमूर्ति: trimūrti, "three forms") is an ancient concept in Hinduism "in which the cosmic functions of creation, maintenance, and destruction are personified by the forms of Brahma the creator, Vishnu the preserver and Shiva the destroyer or transformer." These three gods have been called "the Hindu triad" or the "Great Trinity", often addressed as "Brahma-Vishnu-Maheswara." They are actually manifestation of One Energetic Entity in three energy forms collectively called Svayam Bhagavan.

Hinduism "is a working hypothesis of human conduct adapted to different stages of spiritual development and different conditions of life" M.K. Gandhi