



# Negotiation & Influencing Profile

## The ability to negotiate, influence others, and resolve conflict is at the core of business success

The Negotiation & Influencing Profile is an innovative, online profiling system. It accurately assesses the negotiation, influencing, and conflict management abilities of respondents.

The profile calibrates 20 key competencies relating to the negotiation and influencing capabilities of individual. Administration is easy - respondents are emailed a password which enables them to access their profile in their own time.

Web-based technology allows the profile to be easily available via the website.

### *Individuals discover*

- The level of negotiation and influencing capability they hold
- How peers perceive their abilities - using 360° profiling
- What competencies they need to develop to enhance their negotiation and influencing capability

### *Leaders of organisations discover*

- How the negotiation and influencing competencies of individuals and teams compare - within the organisation, or externally
- Whether a potential new team member has the negotiation and influencing capability required
- How effective training has been in improving capabilities.

Results can be used to review performance, plan learning and development, and assess negotiation and influencing effectiveness. Profiles can be completed more than once to assess improvement, validate training, and identify further needs.

*The Negotiation & Influencing Profile is available either as a self-assessment tool or using 360° profiling to allow individuals to also discover how peers perceive their abilities.*