

NEGOTIATION & MEDIATION POTENTIAL®

“Negotiation & Mediation Potential ®” measures the criteria essential to the success of any good negotiator or mediator.



THE STRONG POINTS OF THIS TEST

- | ✓ Secure strategic recruitment without costly mistakes
- | 🚀 Accelerated process thanks to the filtering of real talents
- | ☀️ Strategic agreements concluded by high-performing teams
- | 🔍 Conflicts transformed into opportunities by expert mediators
- | 📊 Sales performance strengthened by influential negotiators
- | ⚡ Peaceful social relationships thanks to resilient profiles



BENEFITS

Negotiation & Mediation Potential ® is the essential tool for **recruiters** , **HR managers** and **HR directors** faced with complex challenges of **strategic recruitment** , **conflict management** or **mobilizing commercial and social talents** . This latest generation HR test allows you to **secure your hiring** , **accelerate the selection process** and detect **critical soft skills** to succeed in environments of tension, negotiation and mediation.

Thanks to its multidimensional approach, the test analyzes in depth **professional skills** , **interpersonal skills** , **personal qualities** and essential **technical knowledge** . You immediately identify profiles capable of **concluding winning agreements** , **resolving internal or external disagreements** and **sustainably strengthening the performance of your organization** .

Adopting **Negotiation & Mediation Potential ®** means investing in a **proven, scientifically validated HR solution** that meets current requirements in terms of **recruiting influential profiles** , **managing crisis situations** and **social and commercial leadership** . Available in **French** , **English** , **German** and **Spanish** , this test supports you in achieving **HR excellence internationally** .



PSYCHOMETRY

Test construction:

Pack : HR

Questionnaire type: Normative

Number of questions: +400

Completion time: 50 minutes

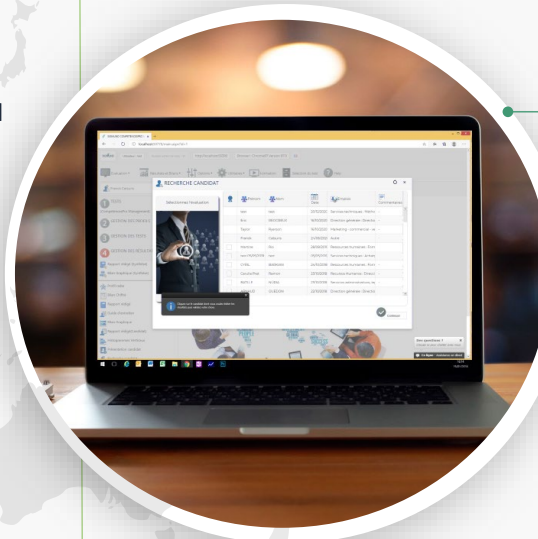
Test validation:

Double external validation

Internal validation, consistency

Loyalty

Reliability



Test available in



25 job descriptions
included



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DIMENSIONS AND CRITERIA EVALUATED

PROFESSIONAL DIMENSION

- **Willingness** and perseverance to bring negotiations to a conclusion
- **Efficiency** in conducting trade
- **risk-taking** in tense contexts
- **Initiative** in the face of unforeseen events and blockages
- **Adaptability** to new or unstable situations
- **Natural authority** to establish a position
- **competition** in conflict environments

PERSONAL DIMENSION

- **Resistance to failure** in the face of objections or refusals
- **Stress management** in tense situations
- **Self-confidence** to assert one's arguments
- **A sense of reality** to maintain a pragmatic posture
- **Motivation** expressed by adherence to the test

RELATIONAL DIMENSION

- **Persuasion** to change points of view
- **Negotiation** in complex or sensitive situations
- **Compromise** to get out of deadlocked situations
- **Ease of contact** with varied profiles
- **Active listening** without prior judgment
- **Public speaking** to defend a point of view

TECHNICAL DIMENSION

Knowledge and know-how of the profession

