

PRO NEGOTIATION-MEDIATION SKILLS®

“Skills Pro Negotiator - Mediator ®” measures the criteria essential to the success of any good negotiator or mediator.



THE STRONG POINTS OF THIS TEST

- | ✓ Successful negotiations thanks to optimal preparation
- | 🔍 Detecting real talent from the interview stage
- | ☀️ Managers freed from the burden of chronic conflicts
- | 📊 Scientific assessment to predict negotiation success
- | 🛡️ Recruitment secured by reliable external validation
- | ⚡ Conflicts transformed into sustainable strategic opportunities



BENEFITS

Pro Negotiation-Mediation Skills® is the essential solution for **HR professionals**, **recruiters** and **assessment consultants** who want to **secure their recruitment**, **make internal mobility more reliable** and **capitalize on soft skills in conflict situations**. This test allows us to **rigorously identify the profiles most suited** to managing sensitive situations, negotiating with impact and promoting constructive mediation.

Scientifically validated methodology, the test precisely analyses **relational skills**, **personal qualities**, **professional reflexes** and **technical knowledge** specific to the professions of negotiation and mediation. It thus becomes a powerful lever for **reducing the risks of recruitment errors**, **saving time in the analysis of applications** and **strengthening the quality of recruitment**.

Adopting **Pro Negotiation-Mediation Skills®** means investing in a **strategic HR solution**, designed to meet the current challenges of **conflict management**, **sensitive decision-making**, **ethical recruitment** and **the development of interpersonal talents**. It also guarantees **fair recruitment**, **better adaptation of profiles to the position** and a **more harmonious, agile organization aligned** with its human and strategic objectives.



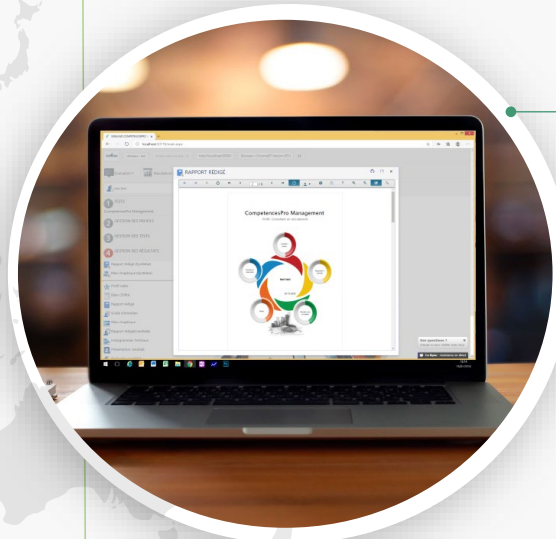
PSYCHOMETRY

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



10 negotiation
references included

PRO NEGOTIATION-MEDIATION SKILLS®



DIMENSIONS AND CRITERIA EVALUATED

PROFESSIONAL DIMENSION

- **Will** and perseverance in achieving goals
- **Ambition** and motivation to progress
- **Sense of efficiency** and results orientation
- **Leadership** and leadership ability
- **Negotiation** and management of divergent interests
- **risk-taking** and audacity
- **Initiative** and autonomy in action
- **Sense of organization** and priority management
- **Creativity** and ability to innovate

RELATIONAL DIMENSION

- **Tact** and diplomacy in exchanges
- **Ease of contact** and interpersonal skills
- **Teamwork** and effective cooperation
- **Active listening** and understanding of needs
- **Adaptability** to new situations

PERSONAL DIMENSION

- **Tact** and diplomacy in exchanges
- **Ease of contact** and interpersonal skills
- **Teamwork** and effective cooperation
- **Active listening** and understanding of needs
- **Adaptability** to new situations

TECHNICAL DIMENSION

500 multiple-choice questions on professional knowledge and know-how

