PSYCHOMETRICS · SIGMUND

PRO NEGOTIATION-MEDIATION SKILLS®

Negotiation, conflict resolution and communication skills, scored in 20 minutes.



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THE SOLUTION TO HIRE NEGOTIATORS WHO CLOSE AGREEMENTS

The test measures what negotiation and mediation demand: reading interests and positions, influence strategy, objection handling, active listening, emotional stability, ethics and confidentiality. For HR, it separates the candidate who talks well from the one who can hold a table, draft an agreement and keep it signed.

What is it used for? Recruitment of negotiators, mediators, key account managers and social relations officers; internal mediation appointments; conflict-handling training intake.



01 **HR Manager**
Screen mediators on ethics and composure, not rhetoric

02 **Sales Director**
Check objection handling before a key account changes hands

03 **Social Relations Lead**
Assess readiness for union negotiation with evidence

04 **Legal or Compliance**
Verify confidentiality and impartiality before appointment

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WHAT THIS TEST CHANGES FOR YOU.

Technical, relational and personal dimensions together: what they know, and how they behave at the table.

01

Interest analysis

Separates what a party says from what it needs, before proposing anything.

02

Influence strategy

Chooses between integrative and distributive moves instead of improvising.

03

Objection handling

Hears the objection, answers it on facts, then returns to the objective.

04

Composure

Keeps the same tone and pace when the exchange becomes tense.

05

Framing discussions

Sets the rules, the agenda and the limits, and holds them.

06

Agreement drafting

Turns a verbal balance into written terms both sides can sign.

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IPSATIVE · ~120 QUESTIONS · ~20 MINUTES

DIMENSIONS & CRITERIA ASSESSED

24 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

4 CRITERIA

Ability to analyze and synthesize issues

Negotiation skills and influence strategy

Focus on efficiency and solution-oriented

Controlled competitive spirit

02 RELATIONAL DIMENSION

7 CRITERIA

Active listening and understanding of needs

Sense of compromise and flexibility

Ability to convince and persuade

Sensitivity to the opinions of others

Tolerance and respect for differences

Respect for customs and implicit rules

+ 1 more criterion

03 PERSONAL DIMENSION

3 CRITERIA

Self-confidence and assurance

Emotional stability and stress management

Composure and self-control

04 TECHNICAL SKILLS

10 CRITERIA

Integrative and distributive negotiation strategies

Objection handling and persuasion techniques

Analysis of interests and positions

Conflict resolution processes

Non-violent communication and emotion management

Drafting agreements

+ 4 more criteria

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RESULTS YOUR HR TEAM CAN USE IMMEDIATELY.

After the assessment, SIGMUND turns answers into concrete markers to recruit, compare and prepare the interview. An AI-based assistant, available as a chatbot, also helps you interpret the results and move to action.



01

Scores and reference profile

A competency report with detailed scores, self-assessment and comparison against the expected profile.

02

Report that fits the need

From the full report to the short summary, depending on the level of detail the recruiter or manager needs.

03

Clear visualisations

Radar charts, histograms and comparisons to spot strengths and development areas at a glance.

04

Action guides

Interview questions and tailored follow-up tracks to dig deeper and prepare next steps.

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SCIENTIFIC RELIABILITY

A test built to support hiring, assessment and development decisions.

~120

QUESTIONS

4

DIMENSIONS

~20 minutes

COMPLETION TIME

VALIDATION

- **Independent external validation**
  Internal validation and consistency
- **Reliability and stability**
  Consistency of answers and scales
- **Job knowledge**
  500+ job-specific knowledge questionnaires

AVAILABLE IN

More than 10 languages

French · English · German · Spanish and more

Contact our team for a demo: service@sigmund.net

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