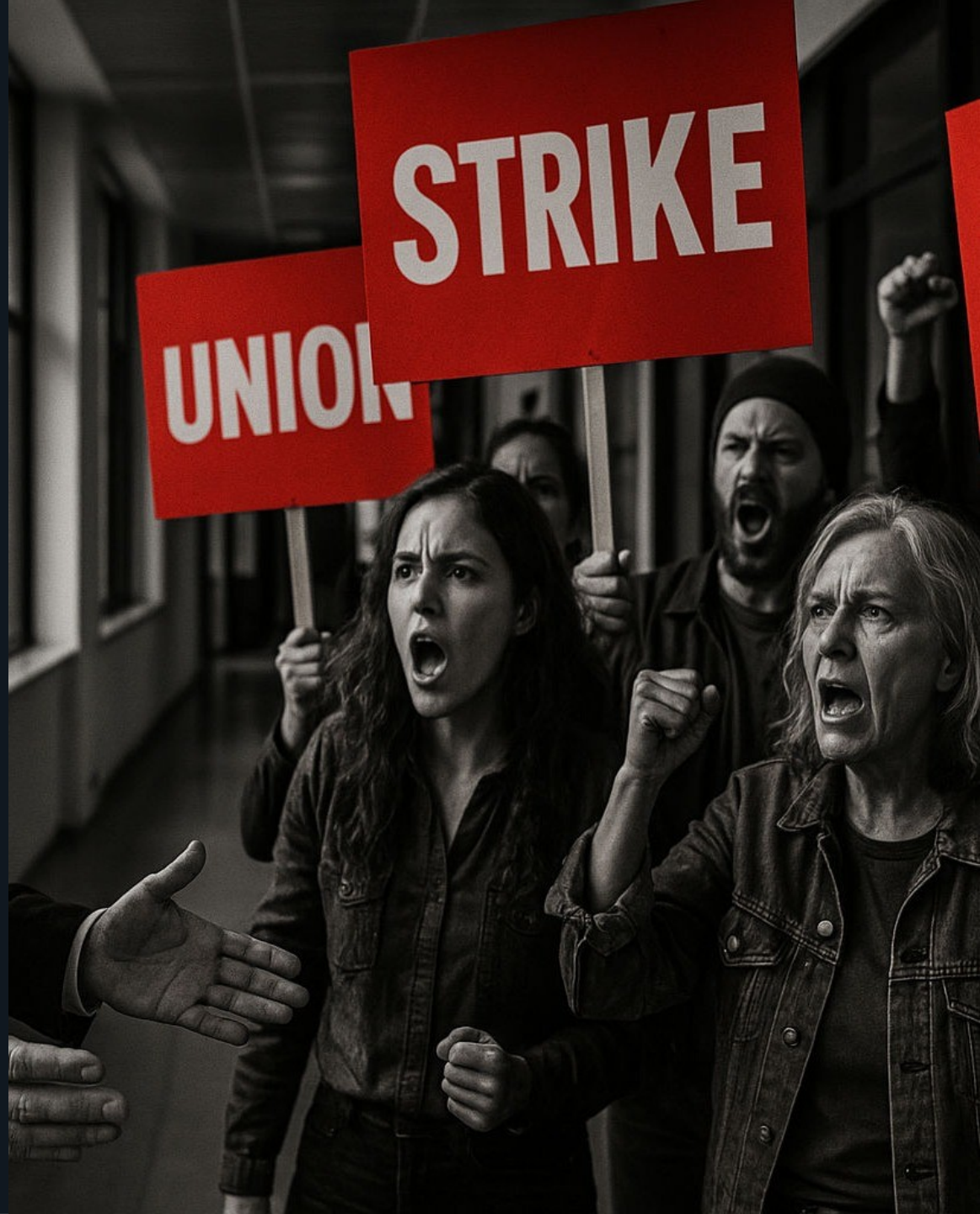
PSYCHOMETRICS · SIGMUND

NEGOTIATOR – MEDIATOR POTENTIAL®

Assesses persuasion, listening and conflict management in a negotiator or mediator, in 50 minutes.



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THE SOLUTION TO RECRUITING NEGOTIATORS WHO CLOSE AND CALM

The test assesses negotiation and mediation skills: persuasion, handling sensitive situations, compromise, active listening, resistance to objections and conflict resolution technique. For a recruiter, it reveals the ability to defend interests and defuse tension, beyond the CV.

What is it used for? Select negotiators and mediators, secure roles with high relational stakes, anticipate conflict management and prepare the interview.



01 **HR managers**
Secure high-stakes roles

02 **Sales directors**
Recruit influential negotiators

03 **HR and employee relations**
Calm conflict situations

04 **Managers**
Spot assertiveness and listening

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WHAT THIS TEST CHANGES FOR YOU.

Negotiation and mediation read together, to hire profiles who close without inflaming.

01

Persuasion

Measure the ability to shift a point of view.

02

Handling tension

Assess composure under objections and in sensitive situations.

03

Compromise

Spot the ability to break a deadlock with an acceptable deal.

04

Active listening

Check listening without judgement and reading of behaviours.

05

Mediation

Check the principles and tools of conflict resolution.

06

Legal and business issues

Test understanding of commercial and contractual issues.

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NORMATIVE · ~450 QUESTIONS · 50 MINUTES

DIMENSIONS & CRITERIA ASSESSED

24 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

7 CRITERIA

Willingness and perseverance to complete negotiations

Effectiveness in conducting exchanges

Measured 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

+ 1 more criteria

02 RELATIONAL DIMENSION

6 CRITERIA

Persuasion to change points of view

Negotiation in complex or sensitive situations

Compromise to resolve deadlocks

Ease of contact with various profiles

Active listening without prior judgment

Public speaking to defend a point of view

03 PERSONAL DIMENSION

5 CRITERIA

Resilience to failure in the face of objections or refusals

Stress management in tense situations

Self-confidence to assert arguments

Sense of reality to maintain a pragmatic stance

Motivation expressed by adherence to the test

04 TECHNICAL DIMENSION

6 CRITERIA

Advanced and structured negotiation techniques

Mediation: principles and tools for conflict resolution

Commercial and legal issues understood and mastered

Interpersonal communication in sensitive contexts

Business culture: knowledge of intercultural differences

+ 500 job knowledge questionnaires to validate acquired skills

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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.

~450

QUESTIONS

4

DIMENSIONS

50 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

SIGMUNDTEST.COM →

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