

Scotwork®

since 1975

The Negotiating Profile

GIVE YOUR NEGOTIATORS THE POWER OF
SELF-IMPROVEMENT



The first step to self-discovery

The Negotiating Profile starts your negotiators on a path of personalised learning and self-improvement. Results from the online survey give them an instant, individual snapshot of how confident they are in their negotiating abilities. It pinpoints areas of highest and lowest confidence, highlights priorities for improvement and creates the foundation for a personalised skills development plan. It helps negotiators to overcome their limitations and capitalise on their negotiating strengths.

The Negotiating Profile is a key part of Scotwork's personalised negotiation skills training framework and is based upon our extensive research into negotiation behaviours. Ultimately, its outputs give your negotiators the self-awareness and self-control to become stronger, more resilient deal-makers.



Prepare



Argue



Signal



Propose



Package



Bargain



Close



Agree

Measure confidence across the 8 Steps

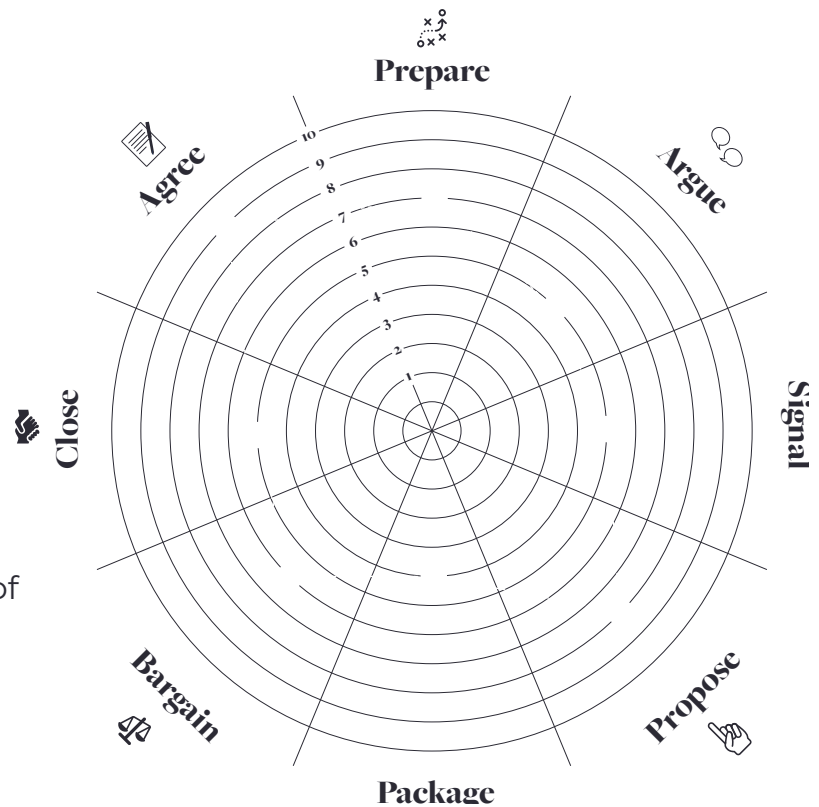
SELF-ASSESSMENT BASED ON REAL NEGOTIATION SCIENCE

The Negotiating Profile takes the guesswork out of self-assessment. Its intelligent functionality is powered by Scotwork's in-depth understanding of the mechanics of negotiation and findings from years of groundbreaking observational research. Live studies of thousands of negotiations revealed common processes and techniques that bring success time after time. The Negotiating Profile applies these unique real-world insights to measure an individual's confidence across the Eight Steps of Negotiation.

40 Questions

TO CREATE A PERSONAL CONFIDENCE PROFILE

Answers to The Negotiating Profile's 40 multiple-choice questions generate a fully-personalised report within seconds. This depicts the negotiator's levels of confidence as a personalised spider-graph, an infographic 'finger-print' that scales confidence from 1 to 10 across each of the 8 Steps of Negotiation. For each step, the closer the profile line is to the outer circle of the spider-graph, the greater the negotiator's level of measurable confidence.



The Personal Development Plan

A PERSONAL ROADMAP FOR SKILLS IMPROVEMENT

The Personal Development Plan (P.D.P.) is key to the process of personal negotiating profiling. Tailored to the individual negotiator, it helps to focus their skills development both during and after training. It applies the outcomes of the The Negotiating Profile report and empowers negotiators to prioritise their own development goals. It reveals positive behaviours, pinpoints personal challenges, and offers useful tips and techniques for improving skills across the 8 Steps of Negotiation. The P.D.P. is a roadmap for refining skills over time, an invaluable resource that negotiators can refer to and update again and again.

TAILORED FOR THE INDIVIDUAL WITH EXPERT HELP

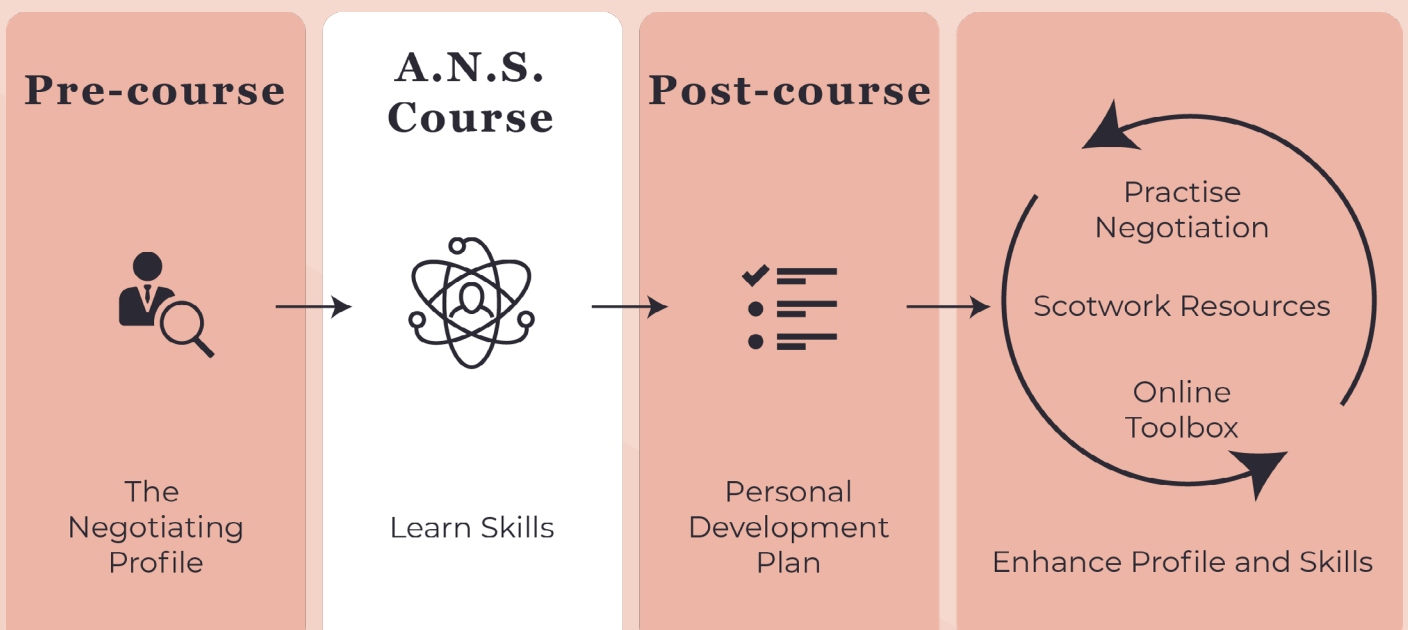
During Scotwork negotiation training courses our expert consultants are always on hand to help negotiators get the most from their P.D.P.s. Course participants are asked to prepare their own P.D.P. as part of the curriculum. With the help and guidance of their consultants, it is then fine-tuned to guide the direction of their future skills development.



A personalised skills development journey

The Negotiating Profile is the negotiator's first step on their personal journey of skills improvement. It is a core component of our negotiation training courses, underpins the P.D.P., and continues to benefit negotiators well beyond the training room and into the workplace.

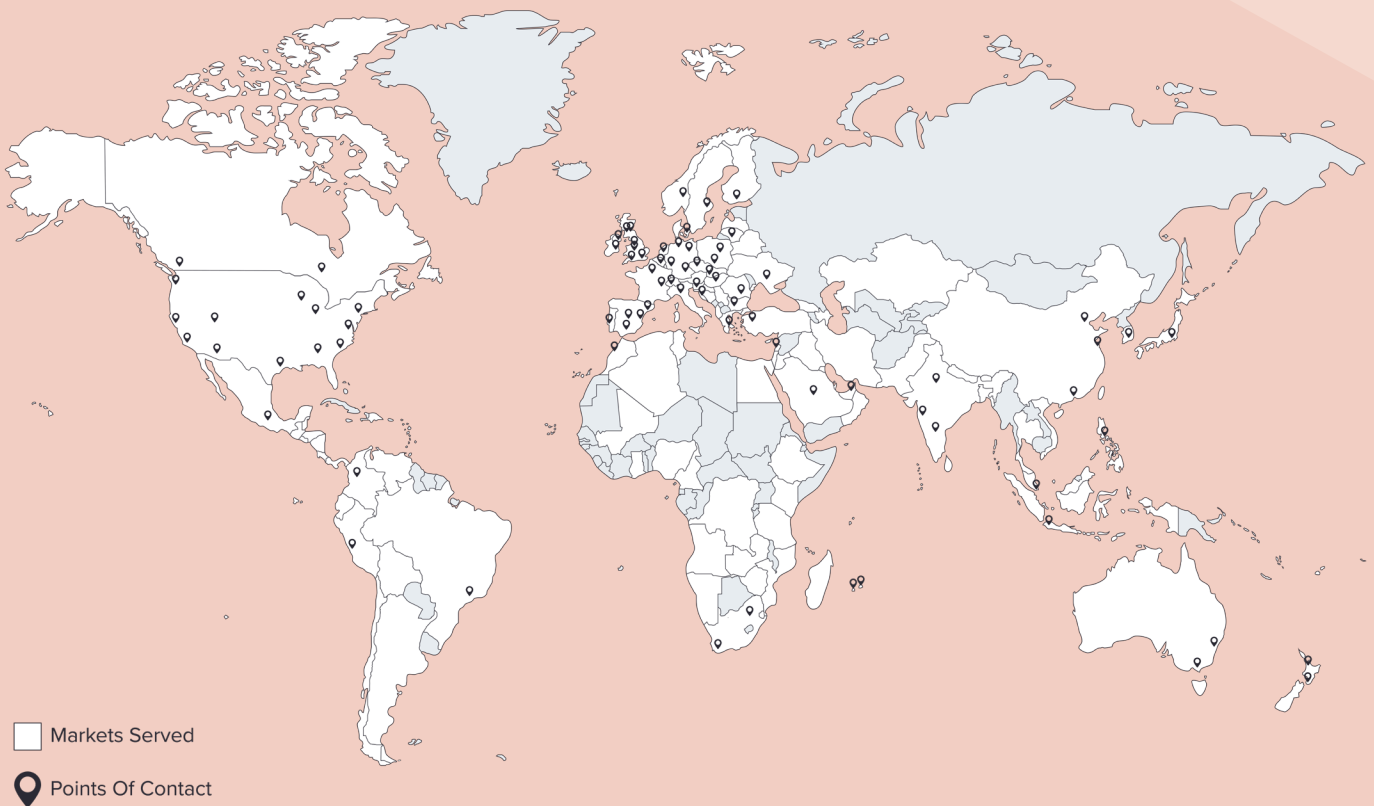
Post-training, Scotwork continues to help negotiators sharpen their skills and knowledge. We offer a range of follow-up courses, free resources and an online toolbox that negotiators can access to hone specific techniques and grow their self-confidence. Our mission is to support negotiators' personal development throughout their working lives and help them to become more rounded, agile and effective at the negotiating table.



About Scotwork

MAKING A REAL IMPACT WORLDWIDE

Scotwork has coached hundreds of thousands of senior managers in 30 languages. We have grown into the world's number one independent negotiation consultancy, with offices in 50 countries. We work with organisations large and small across all sectors. After more than 50 years we are still giving people powerful skills that transform their lives, and handing businesses more successful futures.



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Indonesia
Ireland
Italy
Japan
KSA
Kuwait
Lithuania
Lebanon
Malaysia

Mauritius
Mexico
Morocco
Netherlands
New Zealand
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