

KNOW YOUR NEGOTIATOR PROFILE

In negotiation, your first job is to get to know yourself, before you even begin to think about others. Knowing your vulnerabilities, your appetites, your breaking point, and strengths will not only help you stay on track, but also allow you to approach a negotiation serenely.

We, unfortunately, cannot win all our battles. But we can understand the impact our profile has to help adapt better to others. **ADN Insider®** was developed for this purpose. This online test is free and only lasts 8 minutes maximum. **The 50 questions you answer will define your profile based on 10 criteria.**

◇ APPETITE FOR CONFLICT

Your appetite for conflict evaluates your capacity to mobilise your resources, keep your self-control and lucidity when you enter a conflict.

◇ EMPATHY

Empathy defines your capacity to perceive, understand and verbalise other people's emotions.

◇ INTUITION

Intuition indicates your natural capacity to draw on your past experience in your decision-making process during uncertainty.

◇ RESILIENCE

Resilience determines your aptitude to overcome ordeals and difficulty.

◇ AGILITY

Agility defines your capacity to evolve in uncertain and complex environments.

◇ COOPERATION

Cooperation indicates your will to cooperate even when the opposing party doesn't want to.

◇ ASSERTIVENESS

Assertiveness indicates your capacity to defend your opinions and values while respecting those of others.

◇ SELF-CONTROL

Self-control defines your capacity to distance yourself and remain emotionally stable when you are faced with aggressiveness, threats, insults, hypocrisy, or ultimatums.

◇ STRESS MANAGEMENT

Stress management reveals if stress is a motivational factor or a disruptive phenomenon.

◇ LISTENING SKILLS

Your listening skills characterise your capacity to understand logic, the unspoken, to be interested in the other people and prepare strategic questioning.

At the end of the test, you can download your results, immediately. Each criterion will be evaluated on a scale of 1 to 100% with a detailed explanation.

PLEASE REMEMBER

- ◇ There are no good or bad answers
- ◇ Results are strictly confidential
- ◇ The test is available in French and English



To take the test, click on the following link
ADNINSIDER.COM

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Marwan Mery is a professional negotiator. As founder of the international agency, ADN Group, he assists businesses and organisations with their complex negotiations, daily.