



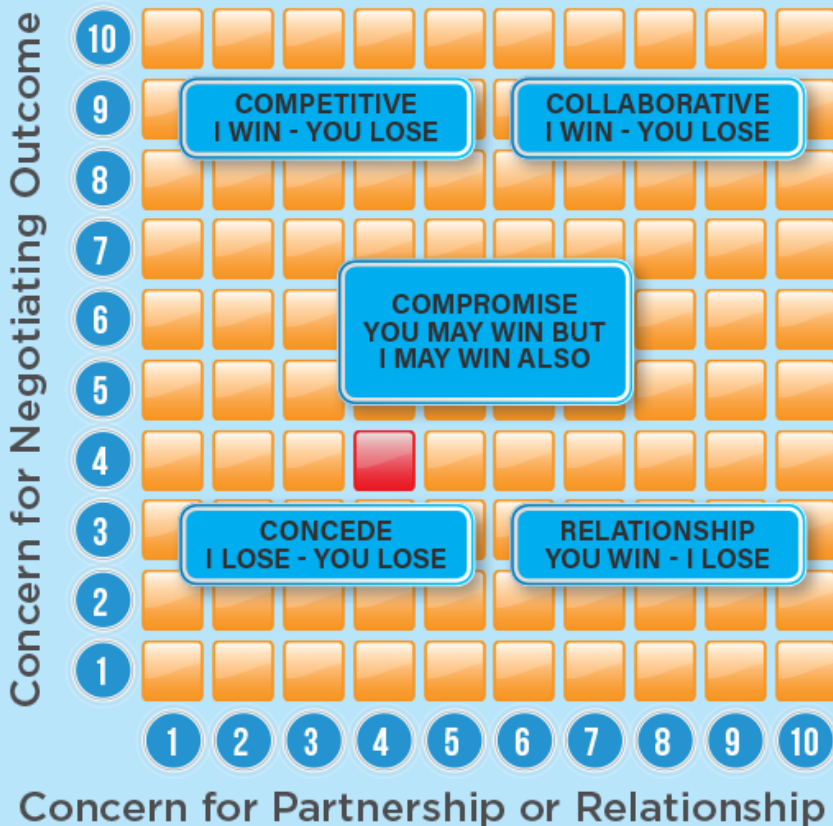
A. N. Other 17/04/2019

## NEGOTIATION FEEDBACK REPORT

The Negotiating style report for A. N. is shown in three sections. The visual description of this person's observable Negotiation Style is displayed in a matrix of "Concern for the Negotiation Outcome" and "Concern for the Partnership or Relationship".

The red icon displayed in the matrix indicates this person's response to the analysis questions and indicates the most likely negotiation style displayed during a business or sales negotiation. The interpretations to the right explain the matrix position for each axis. The report below the matrix shows an interpretation of the matrix positioning.

### NEGOTIATING MATRIX



#### Collaborative

Adopts an agreeable attitude to avoid confrontation or prevent difficult situations developing.

#### Limiting Self Belief:

When the other party asks for information about alternatives or compromise solutions, it's important to provide the correct responses. This way they may be able to suggest further ideas to complete the negotiation

#### Competitive

Build a relationship and we will be able to reach an agreeable agreement. Looks to complete the negotiation quickly without confrontation by introducing compromise solutions where both parties give and take equally. Allows minor point scoring to pass unchallenged in an attempt to gain a



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## NEGOTIATING MATRIX INTERPRETATION

### Compromise

Looks to complete the negotiation quickly without confrontation by introducing compromise solutions where both parties give and take equally.

Faces competitive situations with a measured degree of confidence.  
Searches for objective methods of implementing mutually beneficial solutions.

Shows flexibility in achieving the objectives of both parties.  
You have to give something in order to get something.

The Compromise negotiating style presents a flexible and somewhat assertive attitude towards the negotiation where the material outcome is generally balanced by the concern for the on-going relationship.

By discussing areas of common ground to reduce conflict, this negotiating style often reduces tension by discussing concessions that may be available.

Receptive to suggestions of compromise or alternatives to maintain harmony and often displays a negotiation attitude of:

- Let's split the difference.
- If we both compromise we can reach an agreement quickly.
- Let's meet each other half way.
- Some concern must be shown for the on-going relationship to gain a satisfactory result.

Sales:

Views the negotiating process as product or service oriented; where the salesperson is competing against similar competitive proposals.

### Concede / Compromise

Moderate concern for material outcome and continuing relationship leads to frequent compromises to reach a quick settlement.

Offers concessions to enhance the relationship.  
Receptive to suggestions of compromise or alternatives to maintain harmony.  
Looks for ways to meet the other party half way.



# SalesXtra

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## HIGH PERFORMANCE INDICATORS

This report measures the salesperson's negotiation position in 5 the most common negotiation styles. The lower the rating the less likely this person will be to naturally display the negotiation style. The higher the rating the more likely this person is to display the negotiation style.

Competitive



Compromise



Concede



Relationship



Collaborative





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## HIGH PERFORMANCE INDICATORS

Competitive	<p>Searches for compromises or trade-offs to meet the other party half-way.</p> <p>Medium assertive approach focused on achieving their sales objectives by managing their customer base and developing new opportunities</p> <p>Presents confidently as a solutions expert and engages the customer in discussing their business needs.</p> <p>Medium tolerance to negotiating discomfort.</p>
Compromise	<p>Presents an attitude of "Let's meet each other halfway", if we both compromise we can reach a quick result.</p> <p>Is flexible in finding ways to trade-off negotiating objectives.</p> <p>Views the negotiation as a process of "give and take" where some concern must be shown to the other party in order to gain a satisfactory result.</p>
Concede	<p>Will be reluctant to assert authority in the negotiation or initiate activities that request concessions.</p> <p>The negotiating strategy frequently involves openly declaring their negotiation aspirations and discussion points, then requesting the other party to suggest ways of finalising the negotiation. Will concede readily to maintain the negotiation momentum.</p>
Relationship	<p>Prefers to avoid negotiations with the potential for interpersonal conflict and is most likely to be reluctant to make negotiation demands on the customer.</p> <p>This person will usually attempt to present an agreeable, non threatening negotiating stance to enhance the relationship and views the negotiation process with an attitude that suggests; "If we like each other then we will be able to reach an agreement."</p>
Collaborative	<p>Adopts an agreeable attitude to avoid confrontation or prevent difficult situations developing.</p> <p><b>Limiting Self Belief:</b> When a customer asks for information about solving problems or potential solutions, it's important to impress the customer with how knowledgeable you are.</p>