

# YOUR UNM BASE-LINE

## 1. What are the 1 - 3 biggest challenges / fears you face when negotiating with:

i) Superiors, boss or authority figure? \_\_\_\_\_

\_\_\_\_\_

ii) Your peers? \_\_\_\_\_

\_\_\_\_\_

iii) Your Subordinates / Direct Reports? \_\_\_\_\_

\_\_\_\_\_

iv) Your loved ones? \_\_\_\_\_

\_\_\_\_\_

## 2. How do you currently handle these? What are your defaults when faced with difficult conversations?

i) Superiors, boss or authority figure?

\_\_\_\_\_

ii) Your peers?

\_\_\_\_\_

iii) Your Subordinates / Direct Reports?

\_\_\_\_\_

iv) Your loved ones?

\_\_\_\_\_

### 3. What is the biggest thorn in your side you feel as a result of your current approach?

i) Superiors, boss or authority figure?

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ii) Your peers?

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iii) Your Subordinates / Direct Reports?

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iv) Your loved ones?

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### 4. Give your current negotiation style a “satisfaction number” on a scale of 0 to 10 on where 0 is rock bottom and 10 is “couldn’t get better”

*(This is just for you to understand where you feel you are now. It is **NOT** a judgement. This self-assessment is intended to help you notice your progress.)*

i) Superiors, boss or authority figure? \_\_\_\_\_

ii) Your peers? \_\_\_\_\_

iii) Your Subordinates / Direct Reports? \_\_\_\_\_

iv) Your loved ones? \_\_\_\_\_

### 5. Imagineer: What would it look and feel like if you went into each negotiation or significant challenging encounter...

- With a clear plan
- Having practiced your skills that build rapport and trust
- Knowing you could uncover hidden gems of information that make paths to solutions better for your counterpart
- Knowing you don’t have to compromise your own needs and wants
- And that you could very possibly help influence or even transform behaviors in the other person?

[Write one or two words that would describe your feeling.]

i) Superiors, boss or authority figure? \_\_\_\_\_

ii) Your peers? \_\_\_\_\_

iii) Your Subordinates / Direct Reports? \_\_\_\_\_

iv) Your loved ones? \_\_\_\_\_