



Negotiation Capability Assessment™

Overview

The **Negotiation Capability Assessment™ (NCA)** is a structured diagnostic tool designed to evaluate an individual's effectiveness across the full negotiation lifecycle. It provides actionable insight into strengths, development areas, and overall negotiation maturity. The assessment consists of 40 multiple-choice questions, divided into 5 core capability areas, each representing a critical dimension of negotiation performance.

How It Works

- Complete a **40-question diagnostic** (10–15 minutes)
- Receive a **Capability Score (0–100%)**
- Identify strengths and capability gaps
- Highlight priority areas for improvement

What You Get

- A clear view of your negotiation capability
- Insight into your strongest and weakest areas
- Identification of improvement priorities
- A foundation for building a targeted capability roadmap

Assessment Framework

The **Negotiation Capability Assessment™** diagnostic includes **40 targeted questions** across five critical areas:

1. Preparation & Strategy (8 questions)

Evaluates how well individuals plan, define objectives, assess leverage, and prepare alternatives (BATNA)

2. Communication Skills (8 questions)

Assesses clarity, questioning techniques, active listening, and ability to articulate value

3. Emotional Intelligence (8 questions)

Measures self-awareness, emotional regulation, empathy, and ability to read counterparts

4. Tactics & Execution (8 questions)

Focuses on in-the-moment negotiation behaviour's, including concession strategy, anchoring, and adaptability

5. Closing & Relationship Management (8 questions)



Examines ability to secure agreements, manage trade-offs, and maintain long-term relationships.

Why It Matters

Strong negotiation capability is a fundamental requirement for senior procurement professionals, and this assessment will help with:

- In-house team negotiation development
- Inform decisions when niche external support may be required
- Improve negotiation execution
- Enhance supplier relationships

This assessment helps you understand where you stand, and what to do next.

Who It's For

- Procurement and commercial teams
- Finance and operations leaders
- CIO, and IT Heads

Maximise Your Results

To get the most value from the assessment, answer each question honestly and avoid “sugar-coated” responses. The more accurate your input, the more meaningful and actionable your results will be.

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