



Your Superpowers/Strengths



☐ Accommodate

☐ Facilitate Discussions

☐ Market

☐ Adapt to Change

☐ Follow Through

☐ Negotiate

☐ Analyze

☐ Influence Others

☐ Organize

☐ Coach

☐ Initiate

☐ Plan

☐ Communicate

☐ Innovate

☐ Present

☐ Connect with Others

☐ Lead

☐ Resolve Conflict

☐ Contribute to a Team

☐ Leverage Info/Contacts

☐ Set Goals & Strategy

☐ Create

☐ Listen

☐ Solve Problems

☐ Deliver

☐ Make Decisions

☐ Support Systems

☐ Engage Others

☐ Manage Projects

☐ Troubleshoot

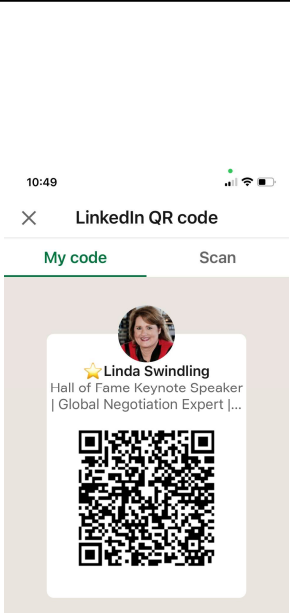
☐ Explain

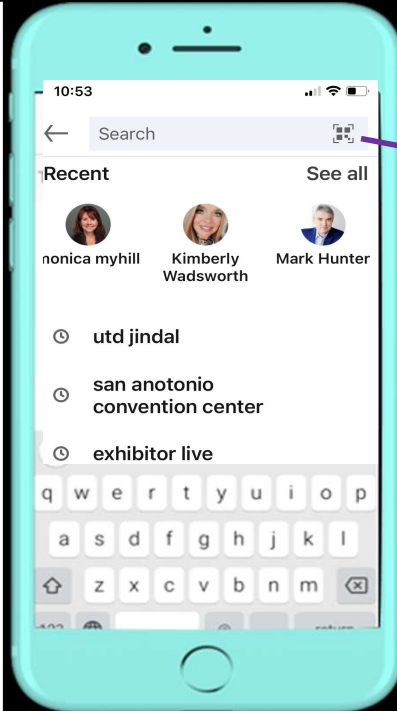
☐ Manage Risk

☐ Technical Skills

☐ Others:

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Be a SMARTASK!



How Do I:

S	pecific
M	easurable
A	ttainable/actionable
R	elevant/ reach
T	ime bound

3

Be a SMARTASK!

How Do I:

S	
M	
A	
R	
T	

Why do you want it?(Good Reasons)

ACTIVITY

4

HOW WELL DO YOU...
ASK AWARE
 SEEK
 KNOW ?

My preferred DEAL Preference(s) in order:

5

My Boss's preferred DEAL Preference(s) in order:

6

Reference: Conversation Strategies per DEAL Preference

DEAL preference correlate with commonly recognized styles of communication. Below are general descriptions that identify each DEAL preference plus popular profiles and assessments that relate. Although these profiles don't map precisely to each DEAL preference, each instrument offers extensive coaching and training resources to help you identify your preferred communication style(s) or preferences, and to develop strategies to make requests of others.

DEAL Preference	Neutral Traits	Development Areas	Related Communication Styles
DECIDE When asking remember: - No chit chat, don't waste time - Ask about bottom-line, politely challenge thinking, give a few choices, let them decide - When stressed, see Controllers	- Extroverted - Assertive Serious - Intuitive Thinkers - Task-oriented	Improve asking & coping skills through: - Communication, patience, sensitivity, trusting others Enhance natural strengths in: - Negotiations, influence, risk taking, decision making	- Choleric /Hippocrates - Commander/CORE MAP - ENT/Myers-Briggs - Director/Dominance/DiSC - Knower/BrainStyles - Red/Personal Insight Inventory - Red/Lumina Spark
ENGAGE When asking remember: - Connect before details/facts - Ask for input and creative ideas, will help communicate & engage others, you must follow up - When stressed, see Prima Donnas/Dons	- Extroverted - Bold Casual - Intuitive Feeling - Relationship-oriented	Improve asking & coping skills through: - Impulse control, planning, internal validation Enhance natural strengths in: - networking, public speaking, multitasking, creativity	- Sanguine/Hippocrates - Entertainer/CORE MAP - ENF/Myers-Briggs - Inducement/Influence/DiSC - Conceptor/BrainStyles - Yellow/Personal Insight Inventory - Yellow/Lumina Spark

Continued....

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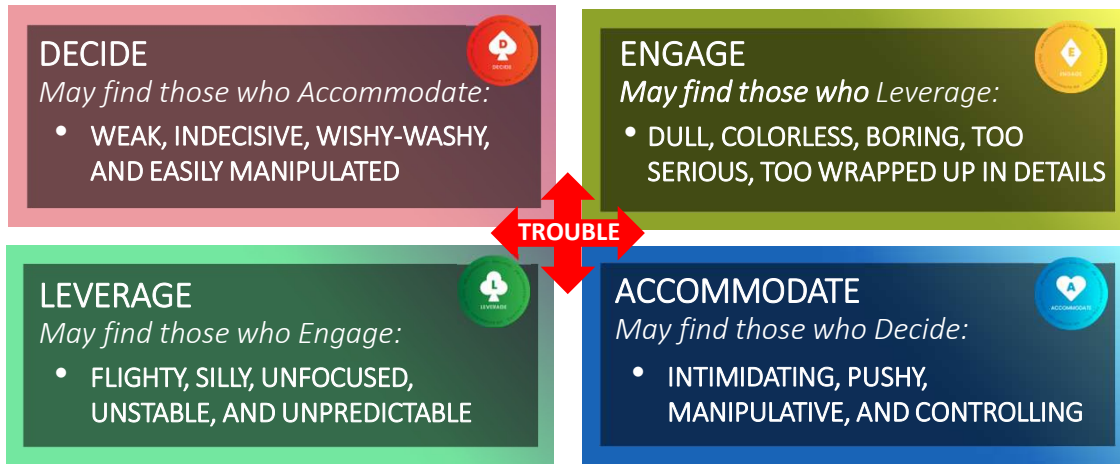
Conversation Strategies per DEAL Preference (continued)

DEAL Preference	Neutral Traits	Development Areas	Related Communication Styles
ACCOMMODATE When asking remember: - Relate to people before profit - Ask for insights into personality and best ways to connect. - Be considerate and inclusive. - When stressed, see Whiners	- Introverted - Reserved Casual - Sensing Feelers - Relationship-oriented	Improve asking & coping skills through: - Assertiveness, self-care, independent decision making Enhance natural strengths in: - Mediation, team building, conflict resolution, listening	- Phlegmatic/Hippocrates - Relater/CORE MAP - ISF/Myers-Briggs - Sensors/Supportiveness/DiSC - Conciliator/BrainStyles - Blue/Personal Insight Inventory - Green/Lumina Spark
LEVERAGE When asking remember: - Efficiency over engagement. - Ask about process, attempts, best practices. Allow time to think and reflect. - Need details & evidence. - When stressed, see Complicators	- Introverted - Reserved Serious - Sensing Thinkers - Task-oriented	Improve asking & coping skills through: - Relaxation, flexibility, letting go of perfectionism, emotional intelligence Enhance natural strengths in: - Planning, strategy, project management, organization	- Melancholy/Hippocrates - Organizer/CORE MAP - IST/Myers-Briggs - Compliance/Conscientiousness/DiSC - Deliberator/BrainStyles - Green/Personal Insight Inventory - Blue/Lumina Spark
NOTE: Everyone possesses all of these traits, though one or two are usually more developed and preferred. You may use a different DEAL Preference in negotiation than your Related Communication Style. Communication styles are used as an example only and do not perfectly correlate. Descriptions originally based on COREMAP® - Modified and used with permission.			

NEGOTIATE
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Opposite DEAL Styles *May* Have Negotiation Barriers



Opposite DEAL Preference Barriers:

Other DEAL Preference Barriers:

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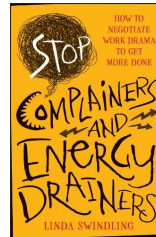
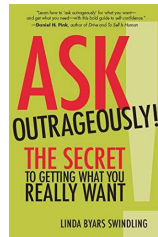
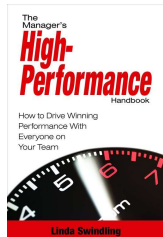
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Negotiation expert and Hall of Fame Speaker, **Linda Swindling,** empowers leaders to negotiate everything from big deals to workplace drama using proven strategies that drive results without driving others away. Linda learned first-hand how to negotiate from her experiences in the courtroom and the boardroom. A respected mediator and “recovering” attorney, Linda attended Harvard/MIT’s Program on Negotiation. She also spent years advising and coaching CEOs and key executives while a Chair at Vistage. Her engaging programs are based on original research and more than two decades of experience. Chosen as one of the Top 10 Global Gurus in Negotiation, Linda is a frequent media guest and the author of more than 20 books.

For speaking engagements & other services, contact Linda through Jill@LindaSwindling.com.



SMART ASK CHALLENGE
Plus Bonus Tools & Resources

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