**Negotiator Skills Evaluation Form**

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| Skills | Rating (1-5) | Comment |
| Communication Skills | 4 | Clear and effective communication throughout the negotiation. |
| Empathy | 5 | Showed empathy towards the concerns of all parties involved. |
| Leadership | 4 | Successfully guided and facilitated the negotiation process. |
| Adaptability | 5 | Showed flexibility in adjusting strategies but could improve in adapting to unexpected challenges. |
| Emotional Intelligence | 5 | Displayed awareness and managed emotions effectively during negotiations. |
| Patience | 4 | Remained calm and composed even in challenging situations. |
| Mediation Skills | 3 | Adequate mediation skills, but room for improvement in resolving conflicts. |
| Decision-Making Skills | 4 | Made informed and timely decisions throughout the negotiation process. |
| Relationship Building | 4 | Successfully built and maintained positive relationships with stakeholders. |

**Overall Rating: 4 (Good performance overall)**

**Comments:** Philasande demonstrated strong communication, leadership, and relationship-building skills during the negotiation. However, there were challenges in addressing complex conflicts and adapting to unexpected situations. Continued development in these areas will further enhance negotiation effectiveness.