

SUMMONING AND MAINTAINING POISE

TOOL 5

PLANNING FOR TEMPERAMENT

If you are high in **neuroticism** (negative emotionality), remember these powerful moves:

- Make friends with your tendencies; they're only trying to help
- Reinterpret negative feelings (e.g., anxiety as excitement)
- Recruit friends and allies (during preparation or to come with you)
- Be your own ally (use positive self-talk)

The other four major traits are less directly connected to difficulty in summoning and maintaining poise, but remember that being high in extraversion or agreeableness may predispose you to make concessions or accept a first offer more rapidly. To plan for this, focus on the tools in “Building Mastery” to ensure you have prepared thoroughly for negotiation.