***Welcome to Stillman Translations preliminary onboarding assessment!***

*This assessment has 5 sections. Make sure to follow the instructions and complete all the information needed.*

*The goal of this request is to analyze your performance and your potential.*

*Breathe in and out, and do your best. Hope we can count on you soon!*

**SECTION 1. INSTRUCTIONS**

Below you will find a special instruction for section 3:

\*Please make sure target text mirrors source format.

\*Normalize spaces.

**SECTION 2. GLOSSARY**

*In this section, you are required to complete this task:*

*\*Extract four terms (cells 1 to 4) from the text in Section 3 that you consider are worth being in the glossary.*

|  |  |  |
| --- | --- | --- |
|  | **Source** | **Target** |
| 1 | Compromise | Llegar a un acuerdo |
| 2 | Collaboration | Colaboración |
| 3 | Negotiating | Negociación |
| 4 | Win-lose | Ganar-perder |

**SECTION 3. TRANSLATION**

Please, add your sample translation below (between 300-500 words). Bear in mind this should be the best sample of your work!

|  |  |
| --- | --- |
| **Source** | **Target** |
| For some, negotiating is about winning. For others, it's about compromise. But if we think about it as a collaboration, often both sides can get what they want.  Whether you're negotiating a multimillion dollar deal, agreeing on your role in a project or simply persuading your colleagues to go for Chinese food for lunch, effective negotiation skills can help you to motivate other people, get the best results and improve profitability.  There is often a misconception that negotiating is about insisting on our point of view to get our own way. Conversely, others assume that negotiation is all about compromise and that we have to be ready to forget 50 percent of what we want.  But thinking of negotiating as either insisting or compromising can damage relationships and leave both sides feeling as if they've lost. According to Fisher and Ury in their best-selling book *Getting to Yes*, there is another way. They argue that collaboration is the key to negotiating successfully, and they illustrate this by telling the story of the Orange Quarrel. It goes like this:  Joey and Jenny are arguing over an orange. In a win–lose situation, Joey might simply take the orange from Jenny. Joey would then be satisfied but Jenny would be upset and frustrated. Alternatively, Joey might find dishonest ways of convincing Jenny that she didn't want that orange after all. Using this method, Joey might get his way, but he might damage their relationship in the long run.  If they focus on compromise, Joey and Jenny might decide to cut the orange in half. Their effort to share means that each of them now has half of what they wanted but neither of them is fully satisfied.  However, if Joey and Jenny spent some time talking to each other, they might find out that Jenny in fact wants the orange peel to make a cake. Joey, on the other hand, loves eating oranges and doesn't want the peel. In this collaborative scenario, Joey and Jenny are both able to achieve 100 percent satisfaction when they realise that Jenny can have all the peel and Joey all the fruit. Yet, according to Fisher and Ury, too many negotiations end up with half an orange for each side instead of the whole fruit for one and the whole peel for the other.  The first step to understanding the role of collaboration in negotiations is to realise that it is not always a competitive situation. One person's 'win' doesn't have to equal another person's loss. Exploring the interests and needs of both parties can help us see solutions we didn't consider before. | Para algunos, negociar se trata de ganar. Para otros, de llegar a un acuerdo. Pero si pensamos en ello como una colaboración, usualmente ambas partes pueden conseguir lo que desean.  Ya sea que estés negociando un trato multimillonario en dólares, aceptando tu rol en un proyecto o simplemente persuadiendo a tus colegas de pedir comida china para el almuerzo, las habilidades efectivas de negociación pueden ayudarte a motivar a otras personas, a obtener mejores resultados y a mejorar tu rentabilidad.  Generalmente hay un concepto erróneo de que las negociaciones tratan sobre insistir en nuestro punto de vista para conseguir nuestro objetivo. Por el contrario, otros asumen que tiene que ver con llegar a un acuerdo y con estar listos para perder el 50 % de lo que queremos.  Pero negociar, ya sea insistiendo o llegando a un acuerdo, puede dañar las relaciones y dejar a ambas partes sintiéndose como si hubieran perdido. De acuerdo a Fisher y Ury, en su libro más vendido *Obtenga el sí*, existe otra manera. Ellos sostienen que la colaboración es la clave para una negociación exitosa e ilustran esto contando la historia *El conflicto de la naranja (Orange Quarrel*). Esta dice así:  Joey y Jenny están discutiendo por una naranja. En una situación de ganar-perder, Joey simplemente podría quitarle la naranja a Jenny. Entonces, estaría satisfecho, pero ella estaría enojada y frustrada. Alternativamente, Joey podría encontrar formas deshonestas de convencerla de que realmente no quiere la naranja. Al usar este método Joey podría salirse con la suya pero, a largo plazo, podría dañar la relación.  Si se enfocaran en llegar a un acuerdo, Joey y Jenny podrían decidir cortar la naranja a la mitad. Su esfuerzo por compartir significaría que cada uno tiene la mitad de lo que quiere, pero ninguno estaría completamente satisfecho.  Sin embargo, si Joey y Jenny pasaran algún tiempo hablando entre ellos, podrían descubrir que Jenny en realidad quiere la cáscara de la naranja para hacer un pastel. Joey, por otro lado, ama comer naranjas y no quiere la cáscara. En este escenario colaborativo, Joey y Jenny serían capaces de lograr el 100 % de satisfacción cuando se dieran cuenta de que Jenny puede tener toda la cáscara y Joey toda la fruta. A pesar de todo, de acuerdo con Fisher y Ury, muchas negociaciones terminan con media naranja para cada lado en lugar de con toda la fruta para uno y toda la cáscara para el otro.  El primer paso para comprender el rol colaborativo en las negociaciones es darse cuenta de que no siempre se trata de una situación competitiva. La “victoria” de uno no tiene por qué ser equivalente a la pérdida de otro. Explorar los intereses y las necesidades de ambas partes puede ayudarnos a ver soluciones que no habíamos considerado antes. |

**SECTION 4. QUESTIONS AND COMMENTS**

We also need to check your capacity to spot potential issues beforehand.

In the table below, please list your questions and comments in relation with this test:

1. Challenging sections from the source text or sections you are unsure of should be copied or inserted into the **Source Text** column.

2. Write your translation in the **Target Text** column.

3. Doubts and comments should be written in English.

|  |  |  |
| --- | --- | --- |
| Source Text | Target Text | Question / Comment  (in English) |
| the Orange Quarrel | *El conflicto de la naranja (Orange Quarrel*) | I searched for the translation online and the closest to the original I could find was the one that is written. I left the original one between parenthesis and in italics, in order to let the reader be able to search for it in case that it is needed. |
| But thinking of negotiating as either insisting or compromising can damage relationships and leave both sides feeling as if they've lost. | Pero negociar, ya sea insistiendo o llegando a un acuerdo, puede dañar las relaciones y dejar a ambas partes sintiéndose como si hubieran perdido. | I suggested reformulating the sentence so the translation could be more natural to the reader. |
|  |  |  |
|  |  |  |
|  |  |  |

**SECTION 5. REFERENCES**

In the table below, please list the reference material you have consulted to carry out this test.

1. Please introduce the **Reference source** (including publisher and full title as appropriate) in the first column.
2. Specify if your reference source is general or specific. If specific, clarify which term or section the reference covers.

|  |  |
| --- | --- |
| Reference Source | General / Specific (Term) |
| [Negotiating | Business English - Business magazine | British Council](https://learnenglish.britishcouncil.org/business-english/business-magazine/negotiating) | General |
| [Fundéu Argentina | Recomendaciones | mismo o misma , uso anafórico (fiile.org.ar)](https://www.fundeu.fiile.org.ar/page/recomendaciones/id/91/title/-mismo--o--misma-,-uso-anaf%c3%b3rico) | Specific (“It goes like this” -> “Esta dice así” |
|  |  |

Thanks!