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## CIPS Advanced Negotiation Sample Questions (Q23-Q28):

### NEW QUESTION # 23

The win-lose approach to negotiation is also sometimes known as what?

- A. Gamesmanship
- B. Brinkmanship

- C. Distributive bargaining
- D. Positional negotiation

**Answer: C**

Explanation:

Distributive bargaining treats the deal as a fixed pie: what one party gains, the other loses. It typically uses competitive tactics aimed at claiming value rather than creating it and is closely associated with win-lose outcomes.

Reference:CIPS Level 5, L5M15 - Topic: Distributive (Competitive) vs Integrative (Collaborative) Negotiation

#### NEW QUESTION # 24

Which of the following is not a personality characteristic in the OCEAN "Big Five" model?

- A. Agreeableness
- B. Sensitivity
- C. Neuroticism
- D. Openness

**Answer: B**

Explanation:

The Big Five traits are Openness, Conscientiousness, Extraversion, Agreeableness, Neuroticism (OCEAN)

."Sensitivity" is not one of the five canonical factors.

Reference:CIPS L5M15 - Individual differences and Big Five personality traits.

#### NEW QUESTION # 25

ABC Ltd is partnering with XYZ to create a new product. The Head of Technical Design who created the specification attends the meeting. What type of power does this person bring?

- A. Expert
- B. Coercive
- C. Referent
- D. Legitimate

**Answer: A**

Explanation:

Expert power derives from specialised knowledge, experience, or skill. The Technical Design Head, as the specification creator, holds expert authority influencing decisions through technical competence rather than hierarchy.

Reference:CIPS L5M15 - Sources and Application of Expert Power (Domain 3.1).

#### NEW QUESTION # 26

The negotiation tactic in which a person enters with preconceived ideas and attacks the opposition rather than working toward a wise agreement is known as:

- A. Lose-lose
- B. Win-win
- C. Principled
- D. Positional

**Answer: D**

Explanation:

Positional bargaining starts from fixed stances and tends toward adversarial exchanges and concession trading, often impeding creative, interest-based outcomes.

Reference:CIPS L5M15 - Approaches to Negotiation: Positional vs Principled (Domain 2.2).

## NEW QUESTION # 27

Which of the following is not a cross-cultural factor of negotiation?

- A. Legal system
- B. Religion/belief/culture
- C. Financial and fiscal system
- D. Environment

**Answer: D**

Explanation:

Cross-cultural negotiation factors include social/ethical norms, legal and political systems, business systems, infrastructure, and financial/fiscal systems. "Environment" in the ecological sense is not typically classified by CIPS as a cross-cultural negotiation factor. Reference: CIPS Level 5, L5M15 - Topic: Cross-Cultural Considerations in Negotiation.

## NEW QUESTION # 28

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