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## CIPS Advanced Negotiation Sample Questions (Q31-Q36):

### NEW QUESTION # 31

Which of the following are advantages of videoconferencing? Select THREE

- A. It is convenient and quick.
- B. It results in better outcomes than face-to-face meetings.
- C. You can fully analyse the body language of the other party.
- D. Participants can share screens.
- E. Negotiators can watch facial expressions of the other party.

Answer: A,D,E

Explanation:

Videoconferencing offers benefits such as screen sharing, speed and convenience, and the ability to observe facial expressions. However, it limits full body-language assessment and may reduce personal connection compared to face-to-face interactions. Reference: CIPS L5M15 - Modern Communication Channels in Negotiation (Domain 2.1).

### NEW QUESTION # 32

Which of the following is a disadvantage of a positional approach to negotiation? Select TWO.

- A. It allows the other party to know what you wish to achieve.
- **B. Individuals can become rigid and entrenched.**
- **C. It allows for little flexibility.**
- D. It always leads to a win-lose outcome.

**Answer: B,C**

Explanation:

Positional bargaining starts with fixed opening stances and trades concessions from those stances. This often reduces flexibility and can make participants defensive or entrenched, inhibiting creativity and joint problem-solving.

Reference: CIPS L5M15 - Approaches to negotiation: Positional vs Principled.

### NEW QUESTION # 33

In an exploitative authoritative form of management, which of the following is true?

- A. Responsibility is shared throughout the hierarchy.
- B. Motivation is based on rewards and communication is limited.
- **C. Motivation is based on threats and decisions are imposed on subordinates.**
- D. Leadership involves trust and teamwork.

**Answer: C**

Explanation:

Underexploitative authoritative management (Rensis Likert model), leaders rely on fear and punishment to control subordinates. Communication is top-down and trust is minimal-contrasting with participative or consultative styles.

Reference: CIPS L5M15 - Leadership Models and Motivation (Domain 3.2).

### NEW QUESTION # 34

Which of the following incentives encourages innovation?

- **A. Gainshare**
- B. Bonus payments
- C. Service credits
- D. Pain share

**Answer: A**

Explanation:

Gainshare mechanisms reward suppliers for achieving cost savings, process improvements, or innovation that benefits both parties. By sharing the gains, suppliers are motivated to propose creative solutions.

Reference: CIPS L5M15 - Supplier Incentives and Relationship Development (Gain/Pain Share Models).

### NEW QUESTION # 35

What is meant by the Power Approach to negotiation?

- A. Relationships based on power should be discouraged
- B. Inequality of power is a barrier to close relationships
- C. Agreements are made on mutual interest

- **D. More relative power means the negotiator can be proactive rather than reactive**

**Answer: D**

Explanation:

Following Andrew Cox, relative power strongly shapes sourcing outcomes; greater buyer (or supplier) power enables a more proactive stance in shaping terms and managing the relationship. Power asymmetry does not automatically preclude close relationships.

Reference: CIPS L5M15 - The Power Perspective in Buyer-Supplier Relationships (Domain 2.2).

## NEW QUESTION # 36

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