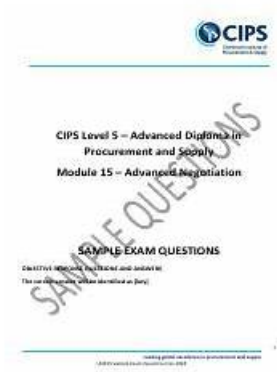


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## CIPS Advanced Negotiation Sample Questions (Q41-Q46):

#### NEW QUESTION # 41

Sarah is a procurement manager who used a win-lose stance and deceptive techniques to reach her goals. Which consequences may follow? Select TWO

- A. The supplier will have more respect for Sarah
- B. The approach may damage the long-term relationship
- C. The contract may be rendered void
- D. Sarah achieved all of her objectives

**Answer: B,C**

Explanation:

Deceptive conduct can damage relationships and may expose the agreement to rescission for misrepresentation (fraudulent/neglectful untrue statements of fact), potentially rendering the contract voidable. We cannot infer she achieved all objectives or gained respect. Reference: CIPS L5M15 - Integrity, Misrepresentation & Consequences in Negotiation (Domain 2.1).

#### NEW QUESTION # 42

Party City Ltd is negotiating with Cuppa Inc. After two hours, the discussion reaches a deadlock. What should Party City Ltd do?

- A. Concede some issues to ensure conversations continue.
- B. Start using hardball techniques.
- C. Suggest taking a break.
- D. Walk away from the negotiation - it is clear they will not get what they want.

**Answer: C**

Explanation:

When negotiations stall, best practice (according to CIPS) is to pause the meeting rather than escalate tension or concede prematurely. Taking a break allows time to reflect, regroup, and explore creative solutions. Other remedies include summarising agreed points, involving a neutral mediator, or escalating strategically.

Reference: CIPS L5M15 - Managing Deadlock and Stalemate in Negotiations.

#### NEW QUESTION # 43

In Herzberg's Two-Factor Theory, which of the following factors affect motivation? Select TWO

- A. Hygiene factors
- B. Fun factors
- C. Demotivation factors
- D. Motivation factors

**Answer: A,D**

Explanation:

Herzberg identified motivators (e.g., achievement, recognition, responsibility) that increase satisfaction, and hygiene factors (e.g., pay, conditions) that prevent dissatisfaction. Both affect workplace motivation in different ways.

Reference: CIPS L5M15 - Motivation Theories in Negotiation Contexts (Domain 3.2).

#### NEW QUESTION # 44

A combination of which two behaviours fails to establish effective buyer-supplier relationships and can lead to aggressive negotiation tactics?

- A. Tough
- B. Soft
- C. Warm
- D. Cold

**Answer: A,D**

Explanation:

A cold (detached) and tough (adversarial) style discourages collaboration and may escalate conflict. CIPS categorises influencing behaviour across two dimensions—warm vs cold and tough vs soft—with "cold and tough" seen as destructive.

Reference: CIPS L5M15 - Influencing Behaviour Grid (Warm/Cold vs Tough/Soft, Domain 1.2).

### NEW QUESTION # 45

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

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

**Answer: C**

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 # 46

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