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CIPS Advanced Negotiation Sample Questions (Q49-Q54):

NEW QUESTION # 49

Daniel is the lead negotiator for a deal with a potential supplier. He is quick-thinking, assertive, and has strong market knowledge. Which type of product is Daniel negotiating about?

- A. Low value, low risk
- B. High value, high risk
- C. High value, low risk
- D. Low value, high risk

Answer: C

Explanation:

Assertive, decisive negotiation styles align with high-value, low-risk situations, typically requiring competitive behaviour to maximise value without the complexity of shared risk.

Reference: CIPS L5M15 - Negotiation Styles and Specialist Tools Table (Domain 1.2).

NEW QUESTION # 50

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

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

Answer: A,B

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 # 51

What is the main advantage for a supplier using a pain-share contract?

- A. There is a shared approach to risk.
- B. It ensures cost certainty on the contract.
- C. It ensures a better relationship with the buyer.
- D. The supplier will be penalised for not achieving a target cost.

Answer: A

Explanation:

Pain/gain share arrangements distribute both upside (gain) and downside (pain) between buyer and supplier, promoting fairness and shared accountability. This shared-risk structure encourages collaboration and continuous improvement.

Reference: CIPS L5M15 - Risk and Reward Sharing in Contracts.

NEW QUESTION # 52

Georgia is entering into a negotiation with a supplier she knows well. Her manager asks that she "frame the agenda" at the beginning of the meeting. What does this mean?

- A. Shift the focus of the meeting in a certain direction.
- B. Explain the purpose of the meeting at the beginning.
- C. Use a persuasive style of negotiation.
- D. State the agenda first and do not deviate from it.

Answer: A

Explanation:

"Framing" means shaping how issues and proposals are perceived and interpreted. In negotiation, framing the agenda involves influencing focus and direction early in the discussion, ensuring that key topics are viewed from a preferred perspective. It helps establish a positive or strategic tone for dialogue.

Reference: CIPS L5M15 - Section: Framing Agendas and Perception Management.

NEW QUESTION # 53

When assessing risks of a potential negotiation, you should mitigate all risks found. Is this the correct approach?

- A. No - some risks should be tracked and accepted.
- B. Yes - there should be no risks in a negotiation.

- C. Yes - all risks should be removed before negotiation.
- D. No - all risks should be monitored but not mitigated.

Answer: A

Explanation:

CIPS emphasises proportionate risk management. Low-impact/low-probability risks should be monitored or accepted, while high-impact or high-probability risks should be mitigated or eliminated. Attempting to remove all risks wastes resources.

Reference: CIPS L5M15 - Risk Assessment and Mitigation Matrices (Domain 2.1).

NEW QUESTION # 54

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