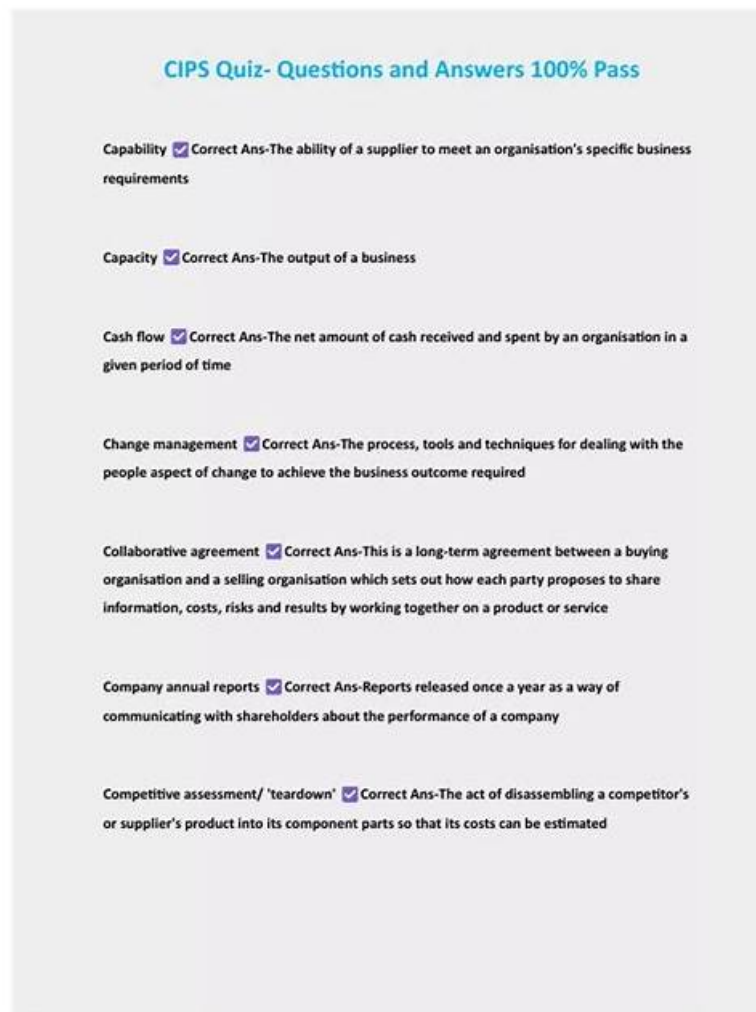


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CIPS Advanced Negotiation Sample Questions (Q50-Q55):

NEW QUESTION # 50

Explaining the benefit of an option is a soft tactic often used in negotiations. What is this commonly known as?

- A. Inspirational appeal
- B. Ingratiation
- C. Consultation
- **D. Apprising**

Answer: D

Explanation:

"Apprising" means spelling out how a proposal benefits the other party (e.g., efficiencies, cost savings, risk reduction). It's a classic soft, pull-style tactic that aims to increase willingness by linking options to the counterpart's interests.

Reference:CIPS L5M15 - Negotiation tactics: soft/pull tactics (Apprising).

NEW QUESTION # 51

DSA is expanding its procurement team and wants recruits with soft skills useful in procurement. Which of the following are soft skills?Select THREE.

- **A. Communication**
- **B. Influencing**
- C. Mathematical capability
- D. Knowledge of local markets
- **E. Change management**

Answer: A,B,E

Explanation:

Soft skills are interpersonal and behavioural capabilities that enable effective collaboration and impact, such as communication, influencing, and managing change. Technical/market knowledge and numerical skills are valuable but are classed as hard/technical skills rather than soft skills.

Reference:CIPS Level 5, L5M15 - Topic: Soft vs. Hard Skills in Negotiation.

NEW QUESTION # 52

A manager identifies an issue and discusses it with the team, taking on board their input. Which leadership strategy is this?

- A. Telling
- **B. Consulting**
- C. Joining
- D. Selling

Answer: B

Explanation:

Consulting leadership involves engaging team members in decision-making, valuing their input before implementing actions. It encourages ownership, trust, and collaboration-sitting between directive and participative styles.

Reference:CIPS L5M15 -Leadership Styles in Team Negotiation (Domain 3.2).

NEW QUESTION # 53

What is meant by "marginal gains"?

- A. There should be a low margin for error when trying to improve.
- **B. Small incremental gains can lead to a larger improvement.**
- C. A supplier should seek to meet their KPIs but not excel.

- D. All improvements are of equal value.

Answer: B

Explanation:

The "marginal gains" philosophy is that making numerous small, continuous improvements across processes results in significant overall performance enhancement. This principle is often applied to supplier development and continuous improvement programmes. Reference: CIPS L5M15 - Supplier Performance and Continuous Improvement (Marginal Gains Theory).

NEW QUESTION # 54

Which of the following tactics would be considered a hard tactic in negotiation?

- A. Inspirational appeal
- **B. Pressure tactic**
- C. Collaboration tactic
- D. Rational persuasion

Answer: B

Explanation:

Pressure tactics are categorised as "hard" negotiation behaviours. They apply coercion or authority to gain compliance. In contrast, tactics such as collaboration, inspirational appeal, and rational persuasion are "soft" and relationship-oriented.

Reference: CIPS L5M15 - Negotiation Tactics: Hard vs Soft Approaches (Domain 3.1).

NEW QUESTION # 55

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