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CIPS Advanced Negotiation Sample Questions (Q82-Q87):

NEW QUESTION # 82

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

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

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 # 83

Which of the following are incentives to increase supplier performance? Select TWO

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

Answer: B,D

Explanation:

Gain share and bonus payments are positive incentives that encourage suppliers to perform beyond baseline requirements. Gain share rewards suppliers for creating mutual cost savings or innovation benefits, while bonus payments recognise exceeding service or delivery targets.

In contrast, pain share and service credits are deterrents for underperformance, not motivators.

Reference:CIPS L5M15 -Supplier Performance Incentives and Contractual Mechanisms (Domain 1.3).

NEW QUESTION # 84

Which of the following best describes a "Skunkworks" department in an organisation?

- A. Experimental and independent
- B. Wide-ranging and positional
- C. Small and efficient
- D. Large and powerful

Answer: A

Explanation:

"Skunkworks" refers to a small, independent unit within an organisation that focuses on innovation and experimental projects. It operates with autonomy and minimal bureaucracy, often outside the main corporate structure, to accelerate development.

Reference:CIPS L5M15 -Innovation and Organisational Structure(Skunkworks concept).

NEW QUESTION # 85

Which of the following are advantages of having an agenda within a negotiation? Select TWO.

- A. It allows for flexibility.
- B. It minimises distractions.
- C. It ensures all key topics are covered.
- D. Becoming too scripted can reduce flexibility.

Answer: B,C

Explanation:

A clear agenda maintains structure, ensures that important issues are discussed, and prevents digression. It keeps discussions focused and efficient, though overly rigid agendas can limit responsiveness to opportunities.

Reference:CIPS L5M15 -Negotiation Process: The Use and Value of Agendas.

NEW QUESTION # 86

Different negotiation outcomes are required in different circumstances. In a "Yellow" circumstance (high risk, high value), which of the following is the best approach?

- A. Cautious, well-planned
- B. Collaborative style

- C. Methodical, well-organised
- D. Quick-thinking, assertive behaviour

Answer: B

Explanation:

High-risk/high-value scenarios (often coded "yellow" in CIPS frameworks) require a collaborative approach- building joint trust, sharing information, and developing win-win outcomes to manage complexity and mutual dependency.

Reference: CIPS L5M15 -Negotiation Contexts and Relationship Spectrum

NEW QUESTION # 87

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