

# Positive L5M15 Feedback & L5M15 Dump

## Our All Time Favourite Positive Feedback Examples

- ✓ *Your attention to detail is top-notch. Keep up the excellent work!*
- ✓ *Your leadership during this project has been pivotal. Your ability to manage both the people and the tasks has led us to success. I truly appreciate your efforts.*
- ✓ *Your fresh approach to solving this problem really caught my attention. It's not often that someone can see things from such a unique perspective. Your creativity will continue to inspire our entire team to think outside the box.*
- ✓ *You've grown so much over the past year. Your dedication, learning spirit, and adaptability are shining through, and it's been amazing to watch you take on more responsibility with confidence.*
- ✓ *I'm so impressed with how you handled the last challenge. Your calm demeanor, creative thinking, and determination were exactly what we needed to push through.*
- ✓ *Your commitment to the project has been exceptional. We wouldn't be where we are without your dedication.*
- ✓ *I've seen how you've taken on extra responsibilities and gone the extra mile for the team. Your willingness to jump in and help wherever needed is truly appreciated. You're not only a valuable team member but also a great person to work with.*

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## CIPS L5M15 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> <li>• Understand methods and behavioural factors which can influence others: This section of the exam measures skills of Category Managers and covers the influence of behavioural and interpersonal dynamics in negotiation and collaboration. It explores methods to influence individuals and groups by building trust, creating alliances, and managing conflict, ambiguity, and resistance effectively. Learners examine how attitudes, motivation, and organisational behaviour affect outcomes, including the influence of leadership style, empowerment, participation, and communication. The section emphasizes understanding how organisational structures and informal networks shape negotiation power and decision-making processes within procurement and supply environments.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• Understand the key stages which impact on the negotiation process and outcomes: This section of the exam measures skills of Procurement Managers and covers the major phases of negotiation, from preparation to conclusion. It includes understanding how pre-negotiation planning influences success, analyzing whether to negotiate individually or as a team, and preparing with clear objectives, strategies, and intelligence. It also explores structuring a negotiation agenda, applying effective negotiation tools and tactics, handling concessions, understanding opponent motivations, managing deadlocks, and ensuring successful conclusion and documentation of agreements. Post-negotiation focus is on implementing agreements, selling outcomes to stakeholders, and monitoring performance for continuous improvement.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• Understand negotiation relationships and ethics: This section of the exam measures skills of Supply Chain Professionals and covers the role of relationships, trust, and ethics within negotiations. It explains how honesty and long-term partnerships contribute to effective outcomes and examines how situational assessment affects negotiation tone and results. The section also introduces ethical considerations, including the differences between positional and principled negotiation, separating personal factors from issues, and pursuing win-win solutions. It highlights the importance of cultural sensitivity, transparency, and the avoidance of unethical practices such as bribery, corruption, or fraud within professional negotiations.</li> </ul>

>> **Positive L5M15 Feedback** <<

## Accurate Positive L5M15 Feedback and Newest L5M15 Dump & Well-Prepared Reliable Advanced Negotiation Dumps Ppt

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## CIPS Advanced Negotiation Sample Questions (Q69-Q74):

### NEW QUESTION # 69

The pain/gain share approach is used to incentivise contractors in long-term contracts to achieve a target cost or extra efficiencies. In which industry is this mechanism most common?

- A. Agriculture
- B. Finance
- C. Services
- **D. Construction**

**Answer: D**

Explanation:

Construction projects often use pain/gain share mechanisms to align contractor performance with client objectives. They balance risk and reward-sharing savings or overruns based on project outcomes.

Reference: CIPS L5M15 -Contractual Incentives and Risk-Sharing Models (Pain/Gain Share).

### NEW QUESTION # 70

Which of the following could be considered a Pull-style influencing/negotiation tactic? Select TWO.

- A. Asserting
- B. Rationalising
- C. Negotiating
- D. Inspiring

**Answer: C,D**

Explanation:

Pull tactics engage, involve, and motivate others (e.g., inspiring with vision, inviting joint problem-solving, exploring interests). Push tactics rely on directing, arguing, or asserting with facts and logic. Thus "inspiring" and "negotiating" are pull; "rationalising" and "asserting" are push.

Reference: CIPS Level 5, L5M15 - Topic: Push vs Pull Influencing Styles.

### NEW QUESTION # 71

What was the principal conclusion of the Hawthorne experiments?

- A. People work better when the lighting is better.
- B. People are inherently lazy.
- C. People are motivated by money.
- D. People work harder when they're being observed.

**Answer: D**

Explanation:

The "Hawthorne effect" suggests performance can improve simply because people know they are being studied/observed-attention and interest from management can boost engagement.

Reference: CIPS L5M15 - Motivation and behaviour: Hawthorne/Elton Mayo.

### NEW QUESTION # 72

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

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

**Answer: C,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 # 73

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

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

**Answer: A,B**

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 # 74

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