

Negotiation Styles Quiz

Using the number scale below, indicate how these statements reflect your actions and feelings when it comes to negotiation.

5 = Very often 4 = Often 3 = Sometimes 2 = Occasionally 1 = Seldom

1. It's better to stay away than to jump in the middle of something heated.
2. I try to get the other person to think as I do.
3. I try hard not to step on anybody's toes.
4. It's best to scratch each other's back.
5. I often make suggestions like, "Let's sit down and talk about this over coffee."
6. It's usually better to keep quiet when faced with someone who has a strong opinion.
7. I find that relying on my power increases my chance of meeting my goal.
8. I try to tell the other person what they want to hear.
9. I believe that it's better to have half a cake than no cake at all.
10. I make sure everyone has time to speak (no matter how long it takes).
11. I believe that he or she who runs away, lives another day.
12. I know I have won if my opponent has given up.
13. I hate it when someone is mad at me.
14. I live by the rule that you should "Give a little so you can take a little."
15. I always want to consider and listen to all sides before making a decision.
16. I have found that it is better to avoid people who think differently than you do.
17. The only way to not look bad is to win.
18. I often sacrifice my wishes for their wishes.
19. I try to give up some points in exchange for others.
20. When I tell the person my ideas, I always ask for his or hers.
21. I think it's best to let others worry about problems.
22. I find that if you keep disagreeing for long enough, the other person will give in.
23. If it makes other people happy, I won't argue with their views.
24. I can be relied on to suggest a middle ground in an argument.
25. I try to bring tension out in the open so an agreeable solution can be found.
26. I don't take positions that will create controversy.
27. When I know I'm right, I put my foot down and don't plan to move it.
28. I try hard to soothe the other person's feelings.
29. I always work to find a fair combination of gains and losses for both of us.
30. I always act to satisfy everyone's needs and concerns.

Scoring

	Avoid	Compete	Accommodate	Compromise	Collaborate
Write the number you wrote for each question onto the blank. Total the columns: the highest score is your default negotiation style.	1	2	3	4	5
	6	7	8	9	10
	11	12	13	14	15
	16	17	18	19	20
	21	22	23	24	25
	26	27	28	29	30