

Questionnaire: What type of negotiator are you?

SOURCE : <http://www.intellego.fr/soutien-scolaire-grande-ecole/aide-scolaire-communication/test-de-vente-et-de-negociation-test-sur-quel-negociateur-etes-vous-/23498>

«The tasks of a negotiator and negotiation situations seem to vary a lot but they share common points⁽¹⁾ ».

A) Answer each question spontaneously. If you agree with one of the following affirmation tick the corresponding box. If you do not agree do not write anything.

- 1- In some negotiations, you adopt a cordial attitude in order to reduce your partner's vigilance
- 2- Even though it may lead to the loss of an important advantage, you don't commit to something that you are not sure to keep
- 3- When you negotiate with several partners, you try to take advantage of their divisions.
- 4- You are ready to make concessions when you are discussing with sympathetic people.
- 5- In the course of a negotiation, you may lie to find out what is the true position of the other person.
- 6- In matters which concern you, you try to obtain an agreement which gives you entire satisfaction.
- 7- When others are asking too much, you pretend to leave so that they will compromise.
- 8- You think that revealing your goals to the other person at the beginning of the process gives the other person incentives to reveal their objectives.

- 9- Even though the focus of the negotiation is one issue, you make promises about potential future opportunities so that you win the negotiation.
- 10- At the beginning of a negotiation you want to know where the other person wants to go.
- 11- When your good faith and your point of view seem clear, you do not think that you need to strategize too much
- 12- In the course of a negotiation, you take the necessary time to find out what motivates the other person.
- 13- In the course of a negotiation you feel confident enough that you can influence and take advantage of the other person.
- 14- In an important negotiation, you will do whatever you can to achieve your objective, even if it is unethical.
- 15- You start negotiating on easiest points when you want to divert your partners' attention.
- 16- When the negotiation process is blocked, you give as much information as you can, to make it go start again.
- 17- Even though you are not confident in your arguments, you pretend you are sure when giving them, to try to achieve your objectives
- 18- You think that people are overall easy to influence and to convince in the course of a negotiation.
- 19- You don't start a negotiation process without having thought to propositions which your partners may be interested in.
- 20- You refuse to use strategies in the course of a negotiation because you consider that it is not honest.
- 21- In a negotiation you are used to clearly say what you think
- 22- You do not hesitate to highlight the other person's' weaknesses to put them in a difficult position.

23- Over the course of a negotiation process, you systematically increase your demands to obtain the maximum from others.

24- You think that people are generally not fooled when one hides them the truth.

Analysis of the questionnaire

To establish your negotiation profile, you can circle in the matrix below the value corresponding to your answer. For instance if you have put X in question 1, you have to circle the score in the column Machiavel (M) and in the column Naïve (N). If you do not have chosen that answer, no circle is needed. Finally, calculate the total of circles at the bottom of the matrix for each column.

Scoring matrix

Question	Lucid	Machiavel	Naïve	Honest
1		1	1	
2	1			1
3	1	1		
4			1	1
5	1	1		
6	1			1
7		1	1	
8			1	1
9	1	1		
10	1			1
11			1	1
12	1			1
13		1	1	
14	1	1		
15		1	1	
16			1	1
17	1	1		
18		1	1	
19	1			1
20			1	1
21			1	1
22	1	1		
23		1	1	
24	1		1	
Totals				

Your personal tendencies define which type of negotiator you are (Machiavel, Playful, Easy-going or Realistic). They can be obtained by calculating the totals in the following table.

Your personal tendencies:

Profile	Machiavel	Playful	Easy-Going	Realistic
Calculation	$\frac{L + M}{2}$	$\frac{M + N}{2}$	$\frac{N + H}{2}$	$\frac{H + L}{2}$
Total				

Your personal negotiator profile ensues from your two main tendencies:

- Your dominant tendency is the one with the highest score
- Your sub-dominant tendency is the one with the second highest score
- The two other tendencies are not very important as far as you are concerned

Here are the four negotiator profiles

Machiavel	Lucid and Manipulative	Skilled and formidable negotiator, good at politics. However, if he shows his skills to much this may lead to distrust
Playful	Manipulative and Naïve	Negotiator who thinks he is smart but who is quickly figured out by his partners
Easy-Going	Naïve and Honest	Honest negotiator who can fall into cynicism when he sees that other partners are not as honest as him
Realistic	Honest and Lucid	Solid negotiator, clear with his partners. This tendency, associated with a bit of the Machiavel tendency represents in Western Europe and North America the profile of the good negotiator