



What's Your Dominant Negotiation Style?

Instructions:

For each of the statements below, identify which situation describes you best. Mark 1 for the statement that most describes you, 2 for the second, etc. Mark 5 for the statement that is least like you.

If some situations described in this test do not apply to you, answer to the best of your ability as if they did.

Questions:

1. **When entering a negotiation, my primary focus is to:**

- A. Secure the most favorable outcome for me or my team
- B. Find a mutually beneficial solution
- C. Quickly agree to terms and move on
- D. Avoid confrontation
- E. Make sure the other party is satisfied

2. **In a tough negotiation, I usually:**

- A. Stand my ground and push for what I want
- B. Think creatively to expand the opportunities
- C. Agree to split the difference
- D. Withdraw from the situation
- E. Make concessions to keep the peace

3. **When someone challenges me in a negotiation, I:**

- A. Counter assertively
- B. Engage in problem-solving
- C. Look for a quick compromise
- D. Try to avoid conflict
- E. Listen and try to understand their viewpoint



4. **While buying a car/household item, I:**
 - __ A. Push hard for the lowest price, disregarding the seller's margin
 - __ B. Explore added values like extended warranties or service packages
 - __ C. Take the initial discount offered to close the deal quickly
 - __ D. Feel uncomfortable and avoid haggling
 - __ E. Accept the price if the salesperson seems honest

5. **When discussing a project deadline at work, I:**
 - __ A. Insist on the most favorable deadline for my team
 - __ B. Suggest a phased approach to benefit all parties
 - __ C. Agree to a middle-ground deadline
 - __ D. Don't voice my concerns to avoid tension
 - __ E. Agree to whatever makes the team happy

6. **In a family decision about vacation plans, I:**
 - __ A. Push for the destination I want the most
 - __ B. Propose multiple destinations and let everyone pick
 - __ C. Agree to any destination as long as it's decided quickly
 - __ D. Abstain from voicing my preference
 - __ E. Go with whatever makes the family happy

7. **When negotiating a salary for a new job, I:**
 - __ A. Demand the top salary and benefits in my range
 - __ B. Explore various forms of compensation to maximize total value
 - __ C. Accept the initial offer to expedite the process
 - __ D. Feel uneasy discussing money and may accept a lower amount
 - __ E. Agree to what I perceive to be a fair offer to both sides

8. **During a team meeting with conflicting opinions, I:**
 - __ A. Advocate strongly for my perspective
 - __ B. Suggest brainstorming to find a solution that incorporates multiple views
 - __ C. Advocate for a vote to quickly resolve the issue
 - __ D. Stay silent and let others sort it out
 - __ E. Support the majority opinion to maintain team harmony



9. While at a flea market, I:

- A. Haggle aggressively for every item
- B. Look for bundled deals that benefit both me and the seller
- C. Buy items that are reasonably priced to avoid haggling
- D. Avoid situations where haggling is expected
- E. Pay the asking price so the seller can make a decent profit

10. In a heated discussion with a friend, I:

- A. Stick to my guns and defend my point of view
- B. Suggest taking a break and revisiting the topic later
- C. Agree to disagree without resolution
- D. Change the topic to avoid further conflict
- E. Concede the point to maintain the friendship

11. When planning a group outing, I:

- A. Decide the activity and inform everyone
- B. Gather input and propose an itinerary that pleases most people
- C. Go with the first suggestion to get it over with
- D. Let others decide and follow along
- E. Propose an activity that I know others will enjoy, even if it's not my first choice

12. At a restaurant that got my order wrong, I:

- A. Complain and ask for a refund or extra service
- B. Ask for a correction and suggest a complimentary dessert for the table
- C. Accept the incorrect dish if it's still edible
- D. Eat the incorrect dish and say nothing
- E. Reassure the waiter that it's okay, mistakes happen

13. When collaborating on a project, I:

- A. Take the lead and delegate tasks
- B. Encourage brainstorming and shared responsibilities
- C. Agree to the team's first reasonable plan
- D. Hold back my opinions unless directly asked
- E. Take on tasks others don't want to do



14. During a business deal with multiple stakeholders, I:

- A. Prioritize my company's interests above all
- B. Seek to understand everyone's needs and find a common ground
- C. Propose a middle-ground solution to expedite the process
- D. Let others lead the negotiation
- E. Make concessions to build a relationship for future deals

15. When someone cuts in line in front of me, I:

- A. Confront them directly and ask them to move
- B. Make a light-hearted comment to address the issue without causing a scene
- C. Let it go if I'm not in a rush
- D. Say nothing and feel irritated
- E. Assume they have a good reason and let it go

16. In a group project at school/at a corporate training program, I:

- A. Aim for the best grade, even if it means doing most of the work
- B. Encourage everyone to contribute based on their strengths
- C. Agree to divide the work equally, regardless of expertise
- D. Go along with whatever the group decides
- E. Offer to handle the less desirable parts of the project

17. When my flight gets canceled, I:

- A. Demand compensation and an immediate alternative
- B. Explore all options including different airlines or routes
- C. Accept any alternative just to move on
- D. Wait for the airline to sort it out
- E. Show understanding towards the airline staff and ask for the next available flight

18. During a home renovation, when a contractor suggests an expensive option, I:

- A. Negotiate hard for a lower price
- B. Consider the long-term value and suggest tweaks to fit my budget
- C. Agree if it speeds up the renovation
- D. Avoid disagreeing and worry about the cost later
- E. Trust the contractor's expertise and agree



19. In a group discussion about politics, I:

- __ A. Argue forcefully for my beliefs
- __ B. Facilitate a balanced discussion and bring in various perspectives
- __ C. Agree with points just to avoid a prolonged discussion
- __ D. Remain quiet to avoid conflict
- __ E. Agree with the majority to keep things peaceful

20. When a friend asks to borrow money, I:

- __ A. Set strict terms for repayment
- __ B. Discuss the reason and suggest alternatives if possible
- __ C. Lend the money without much discussion
- __ D. Feel uncomfortable and try to change the subject
- __ E. Lend the money focusing on their need rather than repayment

Scoring:

Total up each letter:

- __ A: Assertive
- __ B: Collaborative
- __ C: Compromising
- __ D: Avoiding
- __ E: Accommodating

Interpretation:

The **lowest score** is your dominant negotiation style.

The **2nd lowest score** is your secondary negotiation style.

To learn more about what your negotiating style is, visit our [explanatory page](#) at

<https://www.colombani-consulting.com/negotiating-styles>



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