

**What kind of negotiator are you?**

- Your style is mostly:

- a) approving
- b) friendly
- c) controlling
- d) estimating

- When making decisions, you are:

- a) slow
- b) emotional
- c) impulsive
- d) fact-oriented

- You mostly talk about:

- a) personal matters
- b) people
- c) achievements
- d) organization

- Regarding time, you:

- a) take things easy
- b) spend time talking to others
- c) hurry
- d) are late

- In relationships with others, you:

- a) are accepting
- b) are understanding
- c) order around
- d) are judging

- You think your gestures:

- a) are rare
- b) are open
- c) impatient

d) reserved

- Your style of dressing is:

- a) adapted to the situation/others
- b) fashionable
- c) formal
- d) conservative

- When working, you are:

- a) calm/stable
- b) an enthusiast
- c) quick
- d) controlling

- When listening to others, you are usually:

- a) interested
- b) distracted, engrossed in thoughts
- c) impatient
- d) selecting what you listen to

- Your desk and office are full of:

- a) souvenirs
- b) pictures
- c) awards/acknowledgments
- b) charts and tables

- You are focused on:

- a) support
- b) people
- c) results
- d) facts

- You think you are:

- a) casual
- b) sociable
- c) domineering
- d) practical

- When communicating, you are:

- a) a minimalist (you don't talk much)
- b) amusing
- c) direct
- d) reserved

- Your reaction to others is one of the following:

- a) you are calm and stable in contacts
- b) friendly
- c) you are never tired of contacts
- d) you keep the distance

Key:

Most 'a' answers: Sensitive

Most 'b' answers: Creative

Most 'c' answers: Hard-working

Most 'd' answers: A thinker

- 7 and more answers: A clear preference of a certain style.
- 5–6 answers: A moderate preference of certain style.
- 0–2 answers: A low preference of certain style.

Note:

If it happens that you don't have 7 or more answers belonging to one style, but 3 or 4 of each, it may mean that you are adaptable and that you more easily communicate with different people and their styles. If you have several moderate scores and one extremely low, it may mean that you will have most problems when communicating with people who have highest score in that particular area.

*Recommendation:*

Regardless of the fact that every division into different styles is arbitrary and incomplete, and that the negotiating styles can change depending on various factors, there are nevertheless some most frequent patterns of behaviour and attitudes which we usually stick to when negotiating. In the course of negotiations, it is important that we get familiar with the negotiating styles of others in order to know our own behaviour and thus adapt our argumentation to the purpose of better understanding and more successful cooperation. This is not simple, because it requires huge adaptive skills and a flexibility of opinion and behaviour, but it is important for the negotiating process.

A golden rule of negotiating:

*Try to approach others in relation to their current situation, not in relation to your own position!*