

Self-Assessment on Negotiation Style

On the following pages are ten boxes, each containing five statements that have to do with negotiations, problem solving and managing conflict.

As you complete the assessment, think about a broad range of relationships.

You are to distribute ten points among the five alternatives, indicating the likelihood that you agree with each statement. A “10” would indicate that you strongly agree with the statement, and a “0” would indicate that you strongly disagree with the statement.

You must put a number from “0” to “10” in the box to the left of each statement.

The sum of all five statements must add up to “10.”

As you read each statement you will notice they are not exclusive of one another. In fact, you may agree with all five statements, disagree with all five statements, or agree with some but not others.

Regardless, weight each of the statements in a way that you believe is most characteristic of your style and personality.

Remember, your response for each statement may range for “0” to “10”, but all five statements must add to “10”

For example:

	<div>Numerical response here</div>	<div>Leave this blank for now.</div>
2	I love vanilla ice cream.	
4	Every American has a responsibility to vote.	
2	I frequently vacation with my family.	
0	I like to play the lottery.	
2	Professional athletes are overpaid.	

As you complete this exercise, it is important to be as honest with yourself as possible. This is not a test but rather a self-evaluation for your eyes only. Your responses will not be shared with anyone unless you choose to do so.

1.

	Winning is everything.	
	I am a detailed oriented person.	
	Relationships are the key to success.	
	I am extremely goal oriented.	
	I believe in seeking out a middle ground.	

2.

	I believe in give and take.	
	I am not afraid of a fight.	
	Before solving a problem, I examine it from many angles.	
	I am very organized.	
	I believe most people are trustworthy.	

3.

	A problem does not get better with time.	
	I do not rush to judgment.	
	I am an assertive person.	
	It is better to give than to receive.	
	In some cases, people should compromise.	

4.

	The other person's feelings are more important than my own.	
	I steer clear of controversy.	
	I try to meet people halfway.	
	I like to be in charge.	
	I like to collaborate on special projects.	

5.

	It is best to meet others halfway.	
	I enjoy a good debate.	
	The best way to win is to make the other person happy.	
	I do not like to stir the pot.	
	Every person has a unique set of strengths and weaknesses.	

6.

	Many problems are simply unsolvable.	
	Most problems have a solution if people work together.	
	I believe that you can't always get everything you want.	
	I am sensitive to other people's feelings.	
	I think in a very logical manner and typically hold my ground.	

7.

	I only argue over an issue when I am convinced that I am right.	
	The best way to solve a problem is through compromise.	
	I might let other people get their way if it will preserve the peace.	
	I believe that teamwork can solve most problems.	
	I would prefer to avoid issue that create controversy.	

8.

	In most relationships I focus on similarities, rather than differences.	
	If you don't speak up, you don't get heard.	
	Problems do not solve themselves.	
	I occasionally leave difficult problems for others to solve.	
	In life, you win a little and you lose a little.	

9.

	The best way to solve a problem is to propose a middle ground.	
	I am very considerate of others.	
	Controversial issues should be avoided.	
	Problems could and should be solved through teamwork.	
	You have to fight for what is right.	

10.

	I avoid most problems.	
	I think through a problem and consult with others before taking action.	
	In life, there are winners and losers.	
	The best way to negotiate with others is to give a little and take a little	
	I am sensitive to other people's feelings.	

1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
Total					