

Three Types Questionnaire

Pick the best response to each one. Don't skip any, even if the response is not completely accurate for you, pick the one that most closely aligns with your perspective.

1. *Focus – How do I focus my thinking during the negotiation process?*
 - a. *I prefer to focus on the things that we agree on.*
 - b. *I prefer to focus on thinking everything through thoroughly.*
 - c. *I prefer to be focused on my goals.*

2. *Tension – How do I deal with tension during negotiation & communication?*
 - a. *It's more important to soothe other's feelings and relieve tension before finding a solution.*
 - b. *Tension is useless.*
 - c. *Tension can be very productive.*

3. *Relationship – How do I see the value of relationships?*
 - a. *Our relationship must be protected.*
 - b. *Relationships are not particularly relevant.*
 - c. *Relationships are incidental.*

4. *Apologies – If someone has been offended*
 - a. *If offense has been given, an apology is a necessity before a productive relationship can continue.*
 - b. *Apologies aren't relevant to the analysis of the data.*
 - c. *Apologies are a cheap currency. Don't be so thin-skinned.*

5. *Quid Pro Quo – Reciprocity*
 - a. *I am the first to give and I will always give in return.*
 - b. *Gifts are often a trap.*
 - c. *My gains were earned and logical. I may owe something in return occasionally, but I need to have a good reason for it.*

6. *Time – How do I think about the effective use of my time?*
 - a. *Time spent building the relationship is time well spent.*
 - b. *Haste makes waste.*
 - c. *Time is money.*

7. *Conflict – How do I view the role of conflict in negotiation?*
 - a. *If it makes others happy, I will agree to their perspective.*
 - b. *Conflict is counterproductive.*
 - c. *Conflict is part of the game.*

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8. *Silence – How do I assess the value/impact of silence during communication?*
 - a. *Silence = anger*
 - b. *Silence is an opportunity to think.*
 - c. *Silence is an opportunity to push ahead.*

9. *Relationship – What is the value of relationships?*
 - a. *Things will work themselves out on their own as long as we preserve the relationship.*
 - b. *Relationships generally don't factor into analysis.*
 - c. *It's more important to be respected than to be liked.*

10. *Relationships – The importance of being “liked” in our interactions with our counterparts*
 - a. *Being liked is the most important thing.*
 - b. *Being liked has no relevance to the effectiveness of our deal.*
 - c. *Being liked is useful if it helps me get my way.*

11. *Compromise – How do I view the value of compromise during negotiations?*
 - a. *Compromise is a great idea as long as they feel it's fair.*
 - b. *Compromise is a poor solution.*
 - c. *I hate compromise.*

12. *Point of View – How do I navigate my point of view with others?*
 - a. *I am considerate of others' positions.*
 - b. *I will share my point of view if I know they have thought things through thoroughly.*
 - c. *It's important they know my point of view.*

13. *Perspective – How do I view sharing my opinion / perspective?*
 - a. *It's better to preserve the relationship than to share something that will hurt someone's feelings.*
 - b. *I am careful about revealing too much.*
 - c. *I drive to get my points across.*

14. *Fairness – How do I view the concept of fairness in negotiation?*
 - a. *The deal must be fair to all sides.*
 - b. *“Fair” is too subjective to even be considered a factor.*
 - c. *All's fair in love and war. Negotiation is a battle.*

15. *BATNA – The importance of knowing the Best Alternative to a Negotiated Agreement*
 - a. *I have to know my options so I don't get pushed past them.*

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- b. *My alternatives are simply other possibilities, nothing more.*
 - c. *Best alternative?! Ha! I'm here to win.*
16. *Preparation – What is the process to prepare for a negotiation?*
- a. *I need to get to know about my counterpart so we can connect as people.*
 - b. *I need to have all the data possible available to me that may affect the outcomes.*
 - c. *The goal is clear. I know what I want. That's all the preparation I need.*
17. *Feelings – My opinion as it pertains to feelings in negotiations is....*
- a. *It matters to me how they feel about the deal.*
 - b. *Feelings and emotions are impediments to dispassionate analysis.*
 - c. *Feelings? Seriously? Get over it.*
18. *Anger – My thoughts about anger in negotiations are...*
- a. *I hate it. I feel guilty if I feel it. They must apologize if they use it before we can continue.*
 - b. *It obstructs thinking. If they use it, they will always be that way. I will withdraw and avoid engaging again.*
 - c. *It works! I may be able to use it to get my way. If they get angry with me, no big deal. Negotiation can be combat anyway. Get over it.*
19. *Honesty – Telling the truth*
- a. *If a problem or an issue will offend or cause problems, I will protect the relationship first and say something to keep things running smoothly in the hopes the problem will self-correct.*
 - b. *If they are not smart enough to find it out themselves, I'm not responsible for doing their work for them.*
 - c. *I am nothing if not honest. If it comes out of my mouth, it's the truth. Deal with it.*
20. *Mistakes – My perspective of mistakes made in the deal or the negotiation is...*
- a. *Let's not talk about it, especially if it will cause problems. Things will work out.*
 - b. *Mistakes are due to a lack of analysis and preparation. They are embarrassing and have to be avoided.*
 - c. *What's the big deal? Fix it and move on. Time is money and I hate indecision.*

Scoresheet on the next page.

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Scoresheet For The Three Types Questionnaire

(Place an "x" for each "A" "B" or "C" selected into the corresponding column. Total the "x's" at the bottom. Highest total is your type.)

	A	B	C
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____
5.	_____	_____	_____
6.	_____	_____	_____
7.	_____	_____	_____
8.	_____	_____	_____
9.	_____	_____	_____
10.	_____	_____	_____
11.	_____	_____	_____
12.	_____	_____	_____
13.	_____	_____	_____
14.	_____	_____	_____
15.	_____	_____	_____
16.	_____	_____	_____
17.	_____	_____	_____
18.	_____	_____	_____
19.	_____	_____	_____
20.	_____	_____	_____
Total	_____	_____	_____
	<i>Accommodator</i>	<i>Analyst</i>	<i>Assertive</i>

To download (free) "The Guide: Three Negotiator Types" to understand these 3 Types in more depth & how to successfully negotiate with them – [click here.](#)