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This research investigates the relation of personality metatraits and negotiation styles, and the role of negotiation self-efficacy in it. This study was interviewed of Russians with negotiation background at the extractive industry (N=119). Participants were given Thomas-Kilmann questionnaire, CPM-Q personality questionnaire and negotiation self-efficacy questionnaire. It was found that some personality metatraits are significant and direct predictors of negotiation styles and, additionally, negotiation self-efficacy. Nevertheless, negotiation self-efficacy does not mediate the influence of personality metatraits on negotiation styles.

JEL Classification: Z

Key words: personality metatraits, circumplex model, negotiation styles, self-efficac

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Introduction

Negotiation is one of the fundamental functions of communication process at the organization, the outcomes of which occasionally depend on the negotiation styles of actors (Neher, 1997; Yu-Te Tu, 2014).

The negotiating styles (Kim, Park & Suzuki, 1990; Mann, Radford & Kanagawa, 1985; Rossi & Todd-Mantillas, 1987; Thomas & Kilmann, 1974) are determined in accordance with a set of actor's attitudes and expectations towards the negotiation and its outcomes that affects their objectives, behaviors, and satisfaction level (Bradley & Randall, 2004; Park & Antonioni, 2007; Rubin & Brown, 1975).

Nowadays, there is research that proved the existence of relationship between personality traits and negotiation styles, by which it made possible to identify the profile of negotiated actors, regarding every negotiation style (Aliakbari & Amiri, 2016; Moberg, 2001; Park & Antonioni, 2007; Wood & Bell, 2008). At the same time, this relation is challenged, because the link between the five factor model and a number of other psychological models takes the form of specific correlations that do not produce a coherent vision (Strus, Ciecuch & Rowinski, 2014; Strus & Ciecuch, 2017).

To address these gaps, it is important to exam the linkage of personality metatraits and negotiation styles, because the Circumplex of personality metatraits (CPM) has some profits and advantages in comparison with the five factor model. Firstly, the CPM is based on its biological foundations (i.e., temperamental, neurobiological, genetic, and evolutionary). Secondly, the CPM consists of theoretical explanatory mechanisms. Thirdly, the CPM possesses the potential to provide a convenient and usable ground for integration and cohesive accommodation of diverse models and constructs from fundamental psychological domains. Then, it increases the likelihood of predicting

other psychological phenomena, such as interpersonal behaviors, affective states, value preferences or tendencies for psycho pathological problems, on the basis of the CPM (Strus & Ciecuch, 2017).

It is substantial to note that the choice of negotiation style does not mean yet that the outcome will be favorable, because actors have distinctive levels of negotiation self-efficacy that influences on a representativeness of integrative and distributive tactics in the frame of negotiation styles` applying (Sullivan, O'Connor, & Burris, 2006). It means that the negotiation self-efficacy likely mediates the linkage between personality metatraits and negotiation styles.

The present study is aimed to determine: (1) whether personality metatraits are related to negotiation styles? and (2) what is the role of negotiation self-efficacy in the relationship between personality metatraits and negotiation styles?

Circumplex of personality metatraits

Circumplex of personality metatraits (see Figure 3) is defined as a circular integration model, organized by four bipolar orthogonal personality metatraits, or eight unipolar octants, with each of them representing a certain configuration of the Big Five factors and corresponding to the individual differences in thoughts, feelings, and behavior (DeYoung et al., 2002; DeYoung, 2006; Hirsh et al., 2009; McCrae & Costa, 2003; Strus et al., 2014; Strus & Ciecuch, 2017). Table 1 presents the definitions of 8 personality metatraits and structure of each one in terms of personality traits.

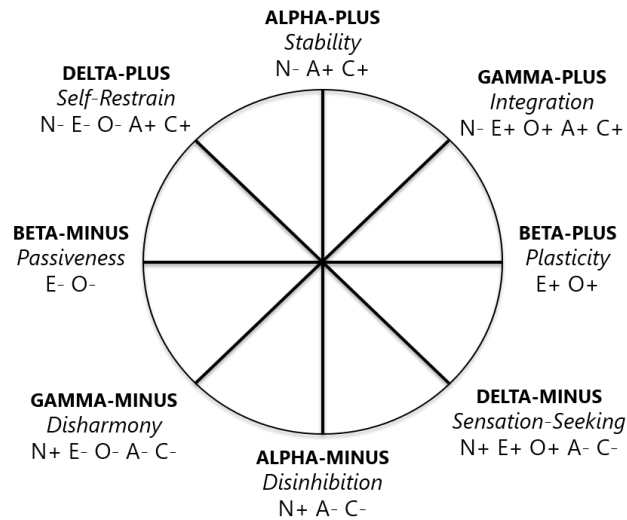


Figure 1. Circumplex of personality metatraits

Table 1

The description of personality metatraits (Strus, Cieciuch, 2017)

Metatrait	Description of personality metatraits
Alpha-Plus (Stability) N-A+C+(E0 O0)	concerns a stability in the frame of emotional, motivational, and social functioning, expressed as a general tendency of social adaptation, an ethical and positive attitude towards the world, and the ability to delay gratification, motivate oneself, and perseverance.
Alpha-Minus (Disinhibition) N+A-C-(E0 O0)	concerns high level of anti-social tendencies underpinned by unrestraint and a low frustration tolerance, as well as aggression and antagonism towards people, social norms, and obligations
Beta-Plus (Plasticity) E+O+(N0 A0 C0)	concerns cognitive and behavioral openness to change and engagement to new experiences, a tendency to explore, initiative and invention in social relations, as well as orientation towards personal growth.

Table 1 (cont.)

<p>Beta-Minus (Passiveness) E-O-(N0 A0 C0)</p>	<p>concerns apathy, submissiveness in interpersonal relations, cognitive and behavioral passivity, as well as some type of inhibition and stagnation</p>
<p>Gamma-Plus (Integration) N-E+O+A+C+</p>	<p>concerns well-being, a warm and prosocial attitude towards people, both intra- and interpersonal harmony, openness to the world in all its richness, and effectiveness in attaining important goals.</p>
<p>Gamma-Minus (Disharmony) N+E-O-A-C-</p>	<p>concerns inaccessibility (distrust, coldness, distance) in interpersonal relationships, depressiveness, pessimism, and a proneness to suffer from psychological problems.</p>
<p>Delta-Plus (Self- Restrain) N-E-O-A+C+</p>	<p>concerns low emotionality (both negative and positive), high behavior control, a tendency to adjust oneself, conformism, and conventionality</p>
<p>Delta-Minus (Sensation-Seeking) N+E+O+A-C-</p>	<p>concerns broadly defined impulsiveness, high emotional lability, stimulation-seeking, provocativeness and expansiveness in interpersonal relations.</p>

Thomas-Kilmann conflict resolution model: the relationship with personality metatraits

Kilmann and Thomas model postulates that actors have two dichotomic dimensions, forming a two by two matrix. The first dimension is assertiveness that is related to the tendency of actor to demonstrate high concern for attaining their own outcomes, i.e. the extent to which the attempts of actors to satisfy his own expectations, interests and needs. The second dimension is cooperativeness that is related to the tendency of actors to demonstrate high concern for whether the other actor attains his or her outcomes, i.e. the extent to which the individual attempts to satisfy the interests and needs of the other actor. The varied combinations of these two dimensions cause the emergence of five distinct conflict styles (Lewicki & Wang, 2004): competition (high assertiveness and low cooperativeness), collaboration (high assertiveness and high cooperativeness), compromise (middle assertiveness and middle cooperativeness), accommodation (low assertiveness and high cooperativeness), avoidance (low assertiveness and low cooperativeness) (Miller, 2013).

Since the 1991, it has become a widespread practice to investigate Conflict resolution model by K.W. Thomas and R.H. Kilmann in conjunction with «Big Five» concept, resulting in the performance of each negotiation styles as a unique combination of personality factors of five factor model. Thus, the existence of such research is caused the theoretical prerequisite for studying the linkage between personality metatraits and the preferences for negotiation styles, since from now each negotiation style is presented in a definite combinations of personality factors, which metatraits are presented as well.

Comparing the personality factors` combinations of each negotiation style with the personality factors` combination of each metatraits, I can assume a possible link between them. Thus, as described in some studies, collaboration negotiation style can be presented by extraversion (Park & Antonioni, 2007; Wood & Bell, 2008), consciousness (Moberg, 2001; Piedmont, McCrae &

Costa, 1991), agreeableness (Asendorpf & Wilpers, 1998; Suls, Martin & David, 1998; Wood & Bell, 2008), openness (Aliakbari & Amiri, 2016; Gurtman, 1995), and emotional stability (Barry & Friedman, 1998), that coincides with the personality factor`s combination of such metatraits as Plasticity, Stability, and Integration. There is also coincidence with opposite sign with Disinhibition, Passiveness, and Disharmony.

In accordance with earlier logic, avoidance negotiation style can be presented by disagreeableness (Wood & Bell, 2008), the low level of openness (Aliakbari & Amiri, 2016), neuroticism (Moberg, 2001), introversion (Park & Antonioni, 2007; Wood & Bell, 2008), the low level of consciousness (Moberg, 2001; Piedmont, McCrae & Costa, 1991), that coincides with the personality factor`s combination of such metatraits as Passiveness, Disharmony, and Disinhibition. There are also coincidences with opposite sign with Stability, Plasticity, and Integration.

Continuing the previous line of thinking, competition negotiation style can be presented by disagreeableness (Wood & Bell, 2008), the low level of openness (Aliakbari & Amiri, 2016), neuroticism (Moberg, 2001), extraversion (Park & Antonioni, 2007; Wood & Bell, 2008), the low level of consciousness (Moberg, 2001; Piedmont, McCrae & Costa, 1991), that coincides with the personality factor`s combination of such metatraits as Disinhibition. There is also coincidence with opposite sign with Stability.

Literature review also shows that the structure of accommodation negotiation style can be presented by emotional stability (Barry & Friedman, 1998), introversion (Park & Antonioni, 2007; Wood & Bell, 2008), openness (Aliakbari & Amiri, 2016; Gurtman, 1995), the low level of consciousness, and agreeableness (Asendorpf & Wilpers, 1998; Suls, Martin & David, 1998). However, there are any total coincidences in the personality factors` structures of accommodation negotiation style and personality metatraits.

Negotiation self-efficacy model: the role in the relationship between personality metatraits and negotiation styles

Negotiation self-efficacy roots into Bandura's (1977) self-efficacy theory. This concept is assumed that actors who have a higher self-efficacy, or belief in one's own abilities, will extend their efforts and become more motivated, which needed to meet their goals and overcome difficulties. They will be better able to handle instability and hesitation, and deal with tight negotiation by not breaking under pressure.

In the framework of negotiation, there are two distinct types self-efficacy: integrative and distributive. The distributive self-efficacy is related to the actor's ability to efficiently and successfully meet the goal in the frame of «win-lose» negotiation space, where the gains of actor come at the expense of the negotiated actor's counterpart. The integrative self-efficacy is related to the actor's ability to efficiently and productively meet the goal in the frame of «win-win» negotiation space, in which increase the expected rate so that both actors can achieve gains. Sullivan, O'Connor, and Burris (2006) have shown that negotiated actors with higher distributive self-efficacy might recognize the potential threat posed by another actor with a negative reputation and, in turn, be more likely to apply the distributive tactics in the negotiation frame, and vice-versa. At another point, actors with the higher level of integrative self-efficacy have stronger beliefs in their ability to overcome the uncertainty and hesitation that is typically for the negotiation and will be in a better position to apply legitimate negotiation skills rather than engaging in deception, and quite the opposite.

Introduce the fact that the actors of process of negotiation who prefer to negotiate by collaboration and accommodation styles tend to apply the tactics of integration and the actors of process of negotiation who prefer to negotiate by competition and avoidance styles tend to apply the tactics of distribution (Barry & Friedman, 1998) and the impact of negotiation self-efficacy on the

representativeness of these tactics` types in the personality behavior, I can suppose that negotiation self-efficacy likely moderates or mediates the relation between personality metatraits and the preference for negotiation styles by the actors of process of negotiation that led us to the following research question (see Figure 2).

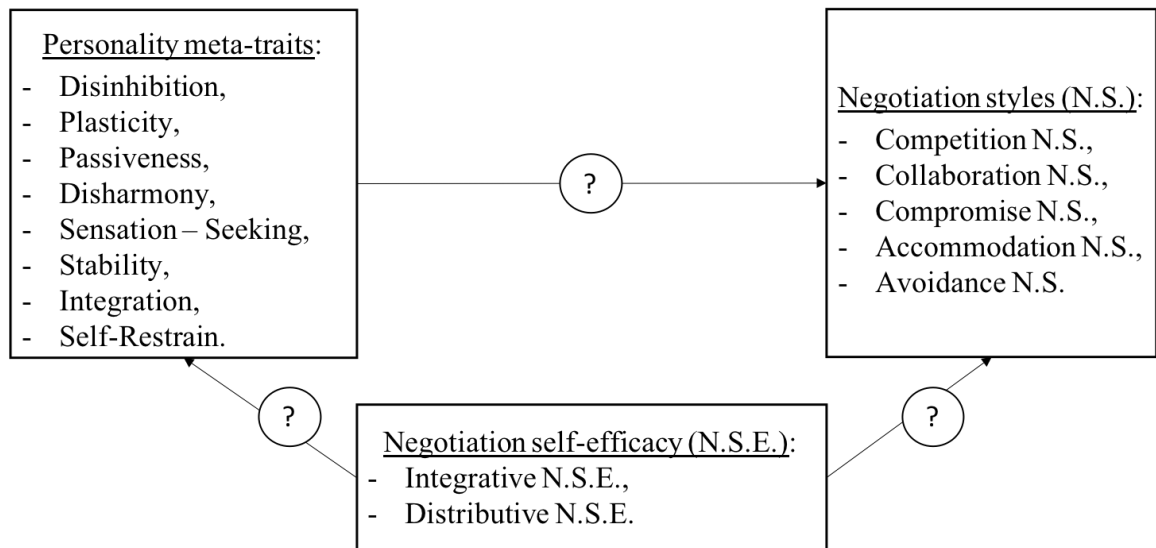


Figure 2. The research model

Method

Participants. The data for the study was been collected from Russians with negotiation background at the extractive industry in Moscow and Krasnoyarsk by snowball sampling technique. The total sample size is equal to 119 respondents (52 women, 67 men), ranging in age from 22 to 56 years (means = 32.13, SD = 9.539). The respondents` educational level is distributed as follows: 2.5% completed general secondary education (11 grades by new system), 12.6% primary vocational education, 24.4% bachelor`s degree, 59.7% master`s degree and 0.8% scientific degree (candidate, doctor of science).

Instruments of the study

CPM-Q Personality Questionnaire. Respondents filled out of the Russian version of CPM-Q Personality Questionnaire, which includes 72 questions (Strus et al., 2014). The questionnaire has

been adapted for the Russian population and has good validity and reliability by A.N. Tatarko, K.A. Grigorian, E.V. Maklasova (2019). The questionnaire enables assessing each of the 8 personality metatraits with 9 questions. Cronbach's alpha for personality metatraits are greater than 0.698, except the Cronbach's alpha of Passiveness equaled to 0.521.

Negotiation Self-Efficacy Questionnaire. Respondents were asked to the questions of Russian version of Negotiation Self-Efficacy Questionnaire (B.A. Sullivan, K.M. O'Connor, & E.R. Burris, 2006) This questionnaire was adopted for Russian sample by E.V. Maklasova. Each negotiation self-efficacy is measured with 4 items. Cronbach's alpha for negotiation self-efficacy are more than 0.663.

Thomas-Kilmann Questionnaire. Respondents filled in of the Russian version of Thomas-Kilmann Questionnaire, which includes 30 questions (Thomas & Kilmann, 1974). It was adopted for and tested on Russian sample by S.V. Kardashina, N.V. Shangina (2016). Each negotiation style is measured with 12 items. Cronbach's alpha for negotiation styles are less than 0.50, except the Cronbach's alpha of competition negotiation style equaled to .627. That is why the structure of each negotiation style was tested for the existence of redundant items in their structure using Confirmatory Factor Analysis (CFA). The final description of scales for negotiation styles measurement are in Table 2.

Table 2

The description of scales for negotiation styles measurement

Negotiation style	χ^2/df	CFI	RMSEA	PCLOSE
Competition	.660	1.000	.000	.608
Accommodation	.590	1.000	.000	.641
Compromise	.202	1.000	.000	.860
Collaboration	.146	1.000	.000	.897
Avoidance	.310	1.000	.000	.793

Socio-Demographics variables. Additional socio-demographics variables are presented by the age, gender, education level and occupation of respondents.

Data Processing. For data processing, Confirmatory Factor Analysis (SPSS Amos 20.0) was used to test the structure of measures with the low level of internal consistency in the existence the redundant items. I also used Structural equation modeling (SPSS Amos 20.0) for building model of relationship between negotiation styles, personality metatraits and negotiation self-efficacy. The bootstrap procedure was used to test the indirect effects from personality metatraits to negotiation styles through negotiation self-efficacy. This approach gives us the ability to trace the hidden influence of predictors of higher-level variables through the mediators on the indicators of negotiation styles.

Results

For structural equation modelling, 20 separate models were constructed. Each model includes one pole of personality metatraits (negative or positive), one type of self-efficacy (integrative or distributive), and one negotiation style (competition, collaboration, compromise, avoidance or accommodation).

The values of χ^2/df , CFI, RMSEA, and PCLOSE for the five different mediation models, each of which includes the negative pole of metatraits (Disharmony, Sensation-Seeking, Passiveness, and Disinhibition) as a predictor of one out of five negotiation styles (competition, collaboration, compromise, accommodation, and avoidance) and distributive negotiation self-efficacy as mediator of this relation, provide a very strong representation of the relationships among the variables in the model and are presented in Table 3.

Table 3

Model fit for the mediation models depicting distributive negotiation self-efficacy as mediator of the negative pole of metatraits, impacts on negotiation styles

No		χ^2/df	CFI	RMSEA	PCLOSE
1	Competition negotiation style	1.26	.95	.05	.53
2	Collaboration negotiation style	1.28	.98	.05	.47
3	Compromise negotiation style	1.18	.99	.04	.56
4	Accommodation negotiation style	.87	1.0	.00	.86
5	Avoidance negotiation style	1.34	.94	.05	.41

The values of χ^2/df , CFI, RMSEA, and PCLOSE for the five different mediation models, each of which includes the negative pole of metatraits (Disharmony, Sensation-Seeking, Passiveness, and Disinhibition) as a predictor of one out of five negotiation styles (competition, collaboration, compromise, accommodation, and avoidance) and integrative negotiation self-efficacy as mediator of this relation, provide a very strong representation of the relationships among the variables in the model and are presented in Table 4.

Table 4

Model fit for the mediation models depicting integrative negotiation self-efficacy as mediator of the negative pole of metatraits, impacts on negotiation styles

No		χ^2/df	CFI	RMSEA	PCLOSE
1	Competition negotiation style	.81	1.0	.00	.90
2	Collaboration negotiation style	1.26	.98	.05	.50
3	Compromise negotiation style	1.26	.98	.05	.47
4	Accommodation negotiation style	.92	1.0	.00	.83
5	Avoidance negotiation style	1.20	.99	.04	.56

The values of χ^2/df , CFI, RMSEA, and PCLOSE for the five different mediation models, each of which includes the positive pole of metatraits (Stability, Integration, Plasticity, and Self-Restrain) as a predictor of one out of five negotiation styles (competition, collaboration, compromise, accommodation, and avoidance) and distributive negotiation self-efficacy as mediator of this relation, provide a very strong representation of the relationships among the variables in the model and are presented in Table 5.

Table 5

Model fit for the mediation models depicting distributive negotiation self-efficacy as mediator of the positive pole of metatraits, impacts on negotiation styles

No		χ^2/df	CFI	RMSEA	PCLOSE
1	Competition negotiation style	1.27	.98	.05	.48
2	Collaboration negotiation style	1.02	1.0	.01	.45
3	Compromise negotiation style	1.0	1.0	.01	.76
4	Accommodation negotiation style	.80	1.0	.00	.91
5	Avoidance negotiation style	1.33	1.0	.05	.42

The values of χ^2/df , CFI, RMSEA, and PCLOSE for the five different mediation models, each of which includes the positive pole of metatraits (Stability, Integration, Plasticity, and Self-Restrain) as a predictor of one out of five negotiation styles (competition, collaboration, compromise, accommodation, and avoidance) and integrative negotiation self-efficacy as mediator of this relation, provide a very strong representation of the relationships among the variables in the model and are presented in Table 6.

Table 6

Model fit for the mediation models depicting integrative negotiation self-efficacy as mediator of the positive pole of metatraits, impacts on negotiation styles

No		χ^2/df	CFI	RMSEA	PCLOSE
1	Competition negotiation style	1.30	.98	.05	.46
2	Collaboration negotiation style	1.02	1.00	.01	.75
3	Compromise negotiation style	.92	1.00	.00	.84
4	Accommodation negotiation style	.80	1.00	.00	.92
5	Avoidance negotiation style	.91	1.00	.00	.92

The results of structural equation modeling for the five different mediation models, each of which includes the negative pole of metatraits (Alpha-Minus, Gamma-Minus, Beta-Minus, and Delta-Minus) as a predictor of one out of five negotiation styles (competition, collaboration, compromise, accommodation, and avoidance) and distributive negotiation self-efficacy as mediator of these relations, have shown in Table 7.

Table 7

Standardized direct and indirect effects of negative pole of metatraits, distributive self-efficacy (DSE), and negotiation styles

	DSE	Competition negotiation style			Collaboration negotiation style			Compromise negotiation style			Accommodation negotiation style			Avoidance negotiation style		
		Total	Direct	Indirect	Total	Direct	Indirect	Total	Direct	Indirect	Total	Direct	Indirect	Total	Direct	Indirect
Alpha-	.22	.58**	.55**	.03	-.00	.00	-.00	-.03	.00	-.03	-.01	.00	-.01	-.43	-.44	.00
Gamma-	-.48**	-.65**	-.59**	-.07	.01	.00	.01	.07	.00	.07	.55**	.52**	.03	.64*	.65*	-.01
Beta-	-.12	-.02	.00	-.02	-.41**	-.41**	.00	.02	.00	.02	.29	.29	.01	-.00	.00	-.00
Delta-	-.02	-.00	.00	-.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
DSE	-	.14	.14	.00	-.01	-.01	.00	-.15	-.15	.00	-.06	-.06	.00	.01	.01	.00
R ²	.19	.28	.27	.01	.17	.17	.00	.03	.02	.01	.53	.53	.00	.22	.22	.00

*Note: N=119, *p<.05, **p<.01, ***p<.001, DSE – Distributive self-efficacy.*

The results of structural equation modeling for the five different mediation models, each of which includes the positive pole of metatraits (Alpha-Plus, Gamma- Plus, Beta- Plus, and Delta- Plus) as a predictor of one out of five negotiation styles (competition, collaboration, comromise, accommodation, and avoidance) and distributive negotition self-efficacy as mediator of these relations, have shown in Table 8.

Table 8

Standardized direct and indirect effects of positive pole of metatraits, distributive self-efficacy (DSE), and negotiation styles

DSE	Competition negotiation style			Collaboration negotiation style			Compromise negotiation style			Accommodation negotiation style			Avoidance negotiation style			
	Total	Direct	Indirect	Total	Direct	Indirect	Total	Direct	Indirect	Total	Direct	Indirect	Total	Direct	Indirect	
Alpha+	.04	.01	.00	.01	.00	.00	.00	-.01	.00	-.01	-.01	.00	-.01	-.01	.00	-.01
Gamma+	.20	.06	.00	.06	.02	.00	.02	-.03	.00	-.03	-.06	.00	-.06	-.08	.00	-.08
Beta+	.25*	.07	.00	.07	.03	.00	.03	-.04	.00	-.04	-.07	.00	-.07	-.10*	.00	-.10
Delta+	.02	-.14	-.15	.01	.00	.00	.00	-.00	.00	-.00	-.01	.00	-.01	-.38*	.39**	-.01*
DSE	-	.30*	.30*	.00	.11	.11	.00	-.14	-.14	.00	-.28*	-.28*	.00	-.39*	-.39*	.00
R ²	.18	.11	.10	.01	.01	.01	.00	.02	.02	.00	.09	.08	.01	.28	.28	.00

*Note: N=119, *p<.05, **p<.01, ***p<.001, DSE – Distributive self-efficacy.*

The results of structural equation modeling for the five different mediation models, each of which includes the negative pole of metatraits (Alpha-Minus, Gamma- Minus, Beta- Minus, and Delta- Minus) as a predictor of one out of five negotiation styles (competition, collaboration, comromise, accommodation, and avoidance) and integrative negotiation self-efficacy as mediator of these relations, have shown in Table 9.

Table 9

Standardized direct and indirect effects of negative pole of metatraits, integrative self-efficacy (ISE), and negotiation styles

	ISE	Competition negotiation style			Collaboration negotiation style			Compromise negotiation style			Accommodation negotiation style			Avoidance negotiation style		
		Total	Direct	Ind.	Total	Direct	Ind.	Total	Direct	Ind.	Total	Direct	Ind.	Total	Direct	Ind.
Alpha-	-.38*	.58**	.54**	.05	.02	.00	.02	-.07	.00	-.07	.10	.00	.10	-.45*	-.51*	.06
Gamma-	.09	-.68**	-.67**	-.01	-.01	.00	-.01	.02	.00	.02	.56**	.59**	-.02	.69**	.70**	-.01
Beta-	-.35**	.041	.00	.04	-.41**	-.43**	.02	-.07	.00	-.07	.09	.00	.09	.06	.00	.06
Delta-	-.03	.00	.00	.00	.00	.00	.00	-.01	.00	-.01	.01	.00	.01	.00	.00	.00
ISE	-	-.12	-.12	.00	-.06	-.06	.00	.19	.19	.00	-.26	-.26	.00	-.16	-.16	.00
R ²	.27	.26	.26	.00	.17	.17	.00	.05	.04	.01	.54	.52	.02	.31	.30	.01

*Note: N=119, *p<.05, **p<.01, ***p<.001, ISE – Integrative self-efficacy.*

The results of structural equation modeling for the five different mediation models, each of which includes the positive pole of metatraits (Alpha-Plus, Gamma- Plus, Beta- Plus, and Delta- Plus) as a predictor of one out of five negotiation styles (competition, collaboration, comromise, accommodation, and avoidance) and integrative negotiation self-efficacy as mediator of these relations, have shown in Table 10.

Table 10

Standardized direct and indirect effects of positive pole of metatraits, integrative self-efficacy (ISE), and negotiation styles

	ISE	Competition negotiation style			Collaboration negotiation style			Compromise negotiation style			Accommodation negotiation style			Avoidance negotiation style		
		Total	Direct	Indirect	Total	Direct	Indirect	Total	Direct	Indirect	Total	Direct	Indirect	Total	Direct	Indirect
Alpha+	.23*	-.03	.00	-.03	.02	.00	.02	.05	.00	.05	-.06	.00	-.06	-.07	.00	-.07
Gamma+	.13	-.02	.00	-.02	.01	.00	.01	.03	.00	.03	-.04	.00	-.04	-.04	.00	-.04
Beta+	.31**	-.04	.00	-.04	.03	.00	.03	.07	.00	.07	-.08*	.00	-.08*	-.09	.00	-.09
Delta+	.12	-.02	.00	-.02	.01	.00	.01	.03	.00	.03	-.03	.00	-.03	.39*	.43*	-.04
ISE	-	-.12	-.12	.00	.09	.09	.00	.23	.23	.00	-.28*	-.28*	.00	-.30	-.30	.00
R ²	.37	.01	.01	.00	.01	.01	.00	.06	.05	.01	.09	.08	.01	.22	.20	.02

*Note: N=119, *p<.05, **p<.01, ***p<.001, ISE – Integrative self-efficacy.*

Discussion

The results have indicated that personality metatraits are significant and direct predictors of negotiation styles, except some personality metatraits that do not promote the effect on them, and the negotiation self-efficacy does not mediate the influence of personality metatraits on negotiation.

The results have shown that Disinhibition positively predicts competition negotiation style (.55**, see Table 7, and .54**, see Table 9). It may be assumed that the inability of this person to understand the others' needs and demands, and its tendency to interpret typical real-life situations as threatening ones (Strus et al., 2014; Strus & Ciecuch, 2017) lead to unwillingness to search the compromise between the interests of person and people in far as they are initially perceived as irreconcilable. In its turn, the inability to reduce a stress, roots into the dissatisfaction of personal needs, and to maintain a personal view point intensifies the negative emotional experience (fear and anxiety), emotionally reactive and preoccupied state (Costa & McCrae, 1992). It leads to aggressive behavior, perceived as a way for sublimating the negative experiences (Moberg, 2001). The given negotiation style allows disinhibited person to act «here and now», directly maintaining personal interests and reducing the extent of negative experiences that are rooted in the situation, perceived as threatening one. In the case of this type of person, the win in the negotiation is a question of personal safety and personal well-being.

Disinhibition metatrait also negatively predicts avoidance negotiation style (-.51*, see Table 9). On the one hand, this relationship can be based on their similar nature and related to the person inability to have confidence in others and be receptive with them, and the tendency to interpret real-life situation as threatening one (Moberg, 2001; Piedmont, McCrae & Costa, 1991; Strus et al., 2014; Strus & Ciecuch, 2017; Wood & Bell, 2008). On the other hand, avoided

person has the low self-esteem, focused on its inner world and is saturnian (Miller, 2013). This is the reason for the absence of inspiration to openly show the negative experiences that are rooted in the threatening situation, and of the demonstration of aggressive behavior. It allows to postpone the problem decision in time until the more favorable conditions for making a decision or avoiding it.

It was demonstrated that Passiveness metatrait negatively predicts collaboration negotiation style (-.41**, see Table 7, and -.43**, see Table 9). In virtue of its psychological nature, passiveness person is not able to have an active and initiative position in the context of problem situation (Strus et al., 2014; Strus & Ciecuch, 2017), and thus is not able to define the point of intersection of view points and interests that come into contradiction (Miller, 2013).

The study results brought to light that Disharmony metatrait negatively predicts competition negotiation style (-.59**, see Table 7, and -.67**, see Table 9) may be explained by the psychological nature differences. Supposedly, the propensity of disharmony person to negatively perceive the real-life situations and to focus own attention on the personal inner world lead to negative feelings, that person does not express openly and, as a result, suffers from depression (Strus et al., 2014; Strus & Ciecuch, 2017). In contrary, competed person, who tends to emotionally reactivity, has the low level of self-discipline and the ability to plan its own actions, openly demonstrates its own feelings, instinctively acting «here and now» (Aliakbari & Amiri, 2016; Moberg, 2001; Park & Antonioni, 2007; Piedmont, McCrae & Costa, 1991; Wood & Bell, 2008).

Disharmony also positively predicts avoidance negotiation style (.65*, see Table 7 and .70*, see Table 9). Assumably, the foundation for this relation is the complete coincidence of psychological structures of disharmony and avoidance. Facing with conflict situation,

disharmony person experiences negative feelings. In virtue of the high level of focusing on its own inner world and restraint, person is not be able to contact with other people and, as a result, construct the cold and distance relationship with them. Person becomes incapable to instantly react on problem and search an alternative solution in front of overabundance of experienced feelings and concentration on them (Aliakbari & Amiri, 2016; Miller, 2013; Moberg, 2001; Park & Antonioni, 2007; Piedmont, McCrae & Costa, 1991; Strus et al., 2014; Strus & Ciecuch, 2017; Wood & Bell, 2008). Thus, person delays the decision-making until more favorable conditions or the reducing of the level of experienced negative feelings.

Additionally, Disharmony metatrait positively predicts accommodation negotiation style (.52**, see Table 7, and .59**, see Table 9). It may be caused the ability of person to reserve a focus on the inner world, which is enhancing in front of conflict that makes person experience negative feelings (Park & Antonioni, 2007; Wood & Bell, 2008). The indisposition of shifting of personal focus from self to people and diving into their world of interests and needs makes person to desire to keep its own psychological state by a price of submission to the will of people, and to give a preference for the needs of people in the extent of which they can satisfied (Miller, 2013; Strus et al., 2014; Strus & Ciecuch, 2017).

It was found that Plasticity positively predicts accommodation negotiation style (.52**, see Table 7, and .59**, see Table 9). It may be related to the quality changes of personality, which accommodation negotiation style can allow. To begin with the fact that accommodation is the kind of adaptation, this is, the quality changes of person under the pressure of external factors and the result of these quality changes that is undoubtedly the most proper way for the satisfaction of needs of person, who experiences cognitive and behavior openness to the changes and new experiences, possesses the research orientation and orientation towards personal growth

in spite of accommodation partly means to sacrifice by own interests for the interests of others (Aliakbari & Amiri, 2016; Barry & Friedman, 1998; Gurtman, 1995; Miller, 2013; Park & Antonioni, 2007; Wood & Bell, 2008).

The results have also indicated that Self-Restrain metatrait positively predicts avoidance negotiation style (.39**, see Table 7, and .43*, see Table 10). It may be caused by the tendency of person to be introverted and closed off to experience that can be got from the contacts with the world (Aliakbari & Amiri, 2016; Miller, 2013; Park & Antonioni, 2007; Strus et al., 2014; Strus & Ciecuch, 2017; Wood & Bell, 2008). However, the avoidance way is more than the simple desire to have a distance with the social world and have a possibility to contemplate an inner world. In virtue of high consciousness, self-restrained person – in comparison with avoided person – is self-disciplined, oriented towards achievement against measures or outside expectations, tended to plan behavioral reactions and be more creative and more aware of their feelings, this is, self-restrained person tends to avoid consciously and planned (Miller, 2013; Moberg, 2001; Piedmont, McCrae & Costa, 1991; Strus et al., 2014; Strus & Ciecuch, 2017).

An exception among other results of the study is the indirect effect Plasticity metatrait - Plasticity metatrait negatively predicts (-.10*, see Table 8) avoidance negotiation style through distributive self-efficacy. Person, who demonstrates plasticity, is oriented towards personal growth (Strus et al., 2014; Strus & Ciecuch, 2017). It means that this person has high assertiveness while avoided person has low assertiveness. The fact is that plasticity (.25*, see Table 7) positively predicts distributive self-efficacy, shows the win-orientation of such adaptive person that achieves the personal gain in spite of everything, lightly recognizing the potential threat posed by someone with a negative reputation and, in turn, being more likely to use deception (Sullivan, O'Connor, & Burris, 2006). The cognitive and behavioral openness to

change and new experience of this person indicates about high uncertainty resistance, and a tendency to explore and initiative help such person to investigate this uncertainty, which avoided person escapes, striving to save the own comfortable state (Strus et al., 2014; Strus & Ciecuch, 2017).

Conclusion

The present study is aimed at investigating the relationship between personality metatraits and negotiation styles, and examining the role of negotiation self-efficacy in this relationship. To achieve these purposes, we proposed three objectives.

The first objective was to make a theoretical foundation for studying the relationship between personality metatraits and negotiation styles and the role of negotiation self-efficacy in this relation. In order to do this, I analyzed empirical evidence in the literature, that is devoted to the psychological nature of negotiation self-efficacy, the link between negotiation styles and negotiation self-efficacy, and between personality factors and negotiation styles, and clarified the construct of each negotiation style in terms of personality factors from Big Five model. Then, I attempted to theoretically justify the «personality metatrait-style» relation, based on the coincidence in their structures, and the possible role of negotiation self-efficacy in this relation. Based on this theoretical justification, I raised the research questions: (R1) Whether personality metatraits are related to negotiation styles and (R2) what is the role of negotiation self-efficacy in the relationship between personality metatraits and negotiation styles?

The second objective was to collect a sample that includes respondents having business negotiation background and conduct the data processing by using confirmatory factor analysis, structural equation modeling and bootstrap procedure.

The third objective was to reply to research questions, derived from the presented conceptual framework to shed light on the relationship of metatraits of personality and negotiation styles and the role of negotiation self-efficacy. The results of the given study are following:

1. Personality metatraits are significant and direct predictors of preference for negotiation styles: Disharmony (Gamma-Minus) and Disinhibition (Alpha-Minus) predict competition negotiation style; Disharmony (Gamma-Minus), Disinhibition (Alpha-Minus) and Self-Restrain (Delta-Plus) predict avoidance negotiation style; Disharmony (Gamma-Minus) predicts accommodation negotiation styles, and Passiveness (Beta-Minus) predicts collaboration negotiation style.

2. There are some personality metatraits that are not predictors of preference for negotiation styles: Sensation-Seeking (Delta-Minus), Stability (Alpha-Plus) and Integration (Gamma-Plus).

3. Negotiation self-efficacy does not mediate the influence of metatraits of personality on the negotiation styles. However, Plasticity (Beta-Plus) predicts avoidance negotiation style through distributive negotiation self-efficacy. This relation is an exception, but it is not a tendency in the present study.

4. Personality metatraits (of octants of Alpha and Beta) are significant and direct predictors of the preference for integrative negotiation self-efficacy. Personality metatraits that belong to such personality (behavioral) octants as Alpha (Stability and Disinhibition) and Beta (Plasticity and Passiveness) predicts integrative self-efficacy, while the personality metatraits that belong to Delta and Gamma do not.

5. Some personality metatraits are significant and direct predictors of the preference for distributive self-efficacy. On the other hand, this logic could not be applied in the case of distributive self-efficacy. Given an explanation of relation between personality metatraits and distributive self-efficacy, it is worth paying attention not only the behavioral nature of some personality octants, but an ethical aspect of negotiation self-efficacy as well. Beta-Plus (Plasticity) and Gamma-Minus (Disharmony) predict the distributive self-efficacy.

Limitations

This study has some limitations. First of all, the sample size of 119 respondents, involved in the negotiation process, may be considered small. In the future research it will be better to gather a larger Russian sample for getting more precise results. Secondly, the length of negotiation experience of respondents was not controlled. This parameter is likely to influence on the negotiation self-efficacy. In prospect, it will be interesting to distinguish between highly experienced and non-experienced people while observing target constructs. Thirdly, the monocultural character of given study. It is possible that another cultural context could provide the alternative results. Therefore, this study may benefit from replicating in the cross-cultural context in the future.

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