



## Influence Self-Assessment

Influence is about high performance. Lots of people are smart and have good ideas. What differentiates exceptional performance and success levels is our ability to influence. The great news is that your level of influence is not stagnant, it's a blend of skills you can work on to continue to increase your influential competence.

**1** *Almost Never* **2** *Seldom* **3** *Sometimes* **4** *Frequently* **5** *Almost Always*

### Power Source

#### Positional & Resource (Food Chain)

I communicate a bigger “why” (a clear vision and goals for my team and projects) that my team and those involved understand and can get behind **1 2 3 4 5**

I provide/share resources (personal and corporate such as time, technical support, staffing) so that others may achieve their goals **1 2 3 4 5**

#### Emotion

I connect the dots between what I am asking others to do and how achieving it will help them meet their individual desires, hopes and dreams **1 2 3 4 5**

I integrate and communicate the corporate or project mission with strongly held values and beliefs of those involved **1 2 3 4 5**

#### Respect

I seek feedback from my team, customers and others so I can understand how I am perceived in the organization **1 2 3 4 5**

I own, and clearly communicate, my new ideas and solutions **1 2 3 4 5**

## Double Vision

### Organizational Savvy

I understand the dynamics behind organizational politics and know what the influence points are in a given situation. **1 2 3 4 5**

I read the larger organizational context in relation to goals and projects I lead so I can understand the bigger picture needs and how they fit together **1 2 3 4 5**

### Individual Perspective

I ask others to share their needs, agendas and constraints in a situational context and listen intensely **1 2 3 4 5**

I link individual's objectives to those of the organization and my own **1 2 3 4 5**

## Deeds & Actions

### Mindset

I am in it for the long haul, and want to use my influence for the good of the organization, my team and myself **1 2 3 4 5**

I check my intentions to be sure I have considered, and am serving, the needs of the organization and individual players before I use my influence **1 2 3 4 5**

### Relationship / Network Building

I work to build trust with my team and a larger network by meeting my commitments and communicating with integrity **1 2 3 4 5**

I practice the law of reciprocity. When colleagues ask for help, I give it to them. I lend support **1 2 3 4 5**

### Presence

I understand and manage my brand. **1 2 3 4 5**

I frame my ideas as statements and take credit for my accomplishments. **1 2 3 4 5**