

Self-Assessment

Do You Have the Characteristics of Powerful Influencers?

Chapter Resource

Please refer to section [Section 4.2 Politics and Influence](#) of *Conflict Management*.

Instructions

People who are considered to be skilled influencers share the following attributes. How often do you engage in them? **0 = never, 1= sometimes, 2 = always.**

1. present information that can be checked for accuracy
2. provide a consistent message that does not change from situation to situation
3. display authority and enthusiasm (often described as charisma)
4. offer something in return for compliance
5. act likable
6. show empathy through listening
7. show you are aware of circumstances, others, and yourself
8. plan ahead

Scoring

If you scored 0–6: You do not engage in much effective influencing behavior. Think of ways to enhance this skill. A great place to start is to recognize the items on the list above and think about ways to enhance them for yourself.

If you scored 7–12: You engage in some influencing behavior. Consider the context of each of these influence attempts to see if you should be using more or less of it depending on your overall goals.

If you scored 13–16: You have a great deal of influence potential. Be careful that you are not manipulating others and that you are using your influence when it is important rather than just to get your own way.

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