

Self-Assessment

How Political are You?

Chapter Resource

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

Instructions

To determine your political appreciation and tendencies, please answer the following questions. Select the answer that better represents your behavior or belief, even if that particular behavior or belief is not present all the time.

1. You should make others feel important through an open appreciation of their ideas and work.	<input type="checkbox"/> True <input type="checkbox"/> False
2. Because people tend to judge you when they first meet you, always try to make a good first impression.	<input type="checkbox"/> True <input type="checkbox"/> False
3. Try to let others do most of the talking, be sympathetic to their problems, and resist telling people that they are totally wrong.	<input type="checkbox"/> True <input type="checkbox"/> False
4. Praise the good traits of the people you meet and always give people an opportunity to save face if they are wrong or make a mistake.	<input type="checkbox"/> True <input type="checkbox"/> False
5. Spreading false rumors, planting misleading information, and backstabbing are necessary, if somewhat unpleasant, methods to deal with your enemies.	<input type="checkbox"/> True <input type="checkbox"/> False
6. Sometimes it is necessary to make promises that you know you will not or cannot keep.	<input type="checkbox"/> True <input type="checkbox"/> False
7. It is important to get along with everybody, even with those who are generally recognized as windbags, abrasive, or constant complainers.	<input type="checkbox"/> True <input type="checkbox"/> False
8. It is vital to do favors for others so that you can call in these IOUs at times when they will do you the most good.	<input type="checkbox"/> True <input type="checkbox"/> False



CONFLICT MANAGEMENT

9. Be willing to compromise, particularly on issues that are minor to you but important to others.	<input type="checkbox"/> True <input type="checkbox"/> False
10. On controversial issues, it is important to delay or avoid your involvement if possible.	<input type="checkbox"/> True <input type="checkbox"/> False
<i>Source: Adapted from Joseph F. Byrnes, "Connecting Organizational Politics and Conflict Resolution," Personnel Administrator, June 1986, p.49.</i>	

Scoring

This questionnaire is designed to measure your political behavior. You have been asked to answer "true" or "false" to 10 questions. When you have finished, consider the following. If you answered true to almost all of the questions, you should consider yourself a confirmed politician. (This is meant to be a compliment!) If you answered false to questions 5 and 6, which deal with deliberate lies and uncharitable behavior, you have shown yourself to be someone with high ethical standards. Finally, if you answered false to almost all of the questions, you are most definitely not a politician; rather, you are a person who rejects manipulation, incomplete disclosure, and self-serving behavior.

On the basis of this instrument, how political are you? How political are your friends? On the basis of your answers to these questions, what have you learned about political behavior in organizations? What implications follow from these results concerning your future management style?

Source: [Chapter 13: Organizational Power and Politics](#) in [Organizational Behaviour](#) by OpenStax, Rice University and is licensed under a [Creative Commons Attribution 4.0 International License](#).



Unless otherwise noted, this work is licensed under a Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International (CC BY-NC-SA 4.0) license.