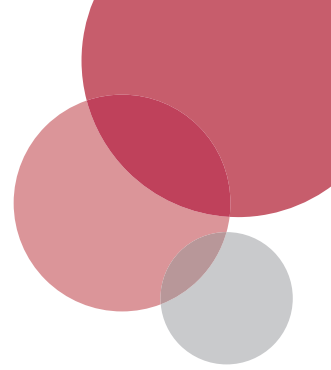


Powerful Influencing



Designed to review effectiveness at influencing in the workplace. This 360 tool from Executive Coaching Tools presents a range of different influencing styles to assess the extent to which an individual is adept at using them. It is designed to enhance their influencing repertoire and enable them to learn how to apply them appropriately to different situations.

The aim of this report is to establish the key strengths and developmental areas of your influencing style. You and a number of other responders will complete the questionnaire to review your current style. By reviewing these responses, a comparison can be made of the relative merits of your influencing style and this will form the basis of a development discussion. The questionnaire has been designed to review your effectiveness at influencing across 5 areas; Persuading, Asserting, Bridging, Attracting and Moving Away.

1 - Persuading

Persuading is the ability to win affiliation and create support for new ideas. The 'persuader' has sound, logical reasoning and is able to identify strong and well considered reasoning. The 'persuader' is able to identify solutions to overcoming problems and logical arguments to overcome their objections. They are often able to present their ideas well and can win over their audience through their knowledge and strength of argument. They are prepared to deal with difficult situations even if the solution may be unpopular.

Asserting is the ability to have the strength of conviction. The assertive influencer is determined and will insist on their rights. They set high standards for self and others and make work standards/goals clear. They can be selective with giving praise and can be forceful in making their views known. They are prepared to give developmental feedback in order to raise performance standards.

3 - Bridging

Bridging is the ability to facilitate issues in order to resolve a situation. The 'bridger' is able to solicit the views of a range of people and identify solutions that have a wide range of support. They demonstrate strong listening skills and are open with information that they have. They are keen to praise others for work that has been done. The 'bridger' is an essential link in the working chain.

4 - Attracting

The 'attractor' is approachable in style and people quickly warm to their personality. They focus on selling the benefits of a particular course of action and are excited and enthusiastic about ideas that are generated. They are able to verbalise the hopes and aspirations of others and see the benefits of working together to achieve a result. They encourage close working relationships.

5 - Moving Away

Moving away of a positive intervention. Here the influencer chooses to provide space and even distance between an awkward situation in order to allow conflict to reduce and then to move towards resolving a situation. They may do this by changing the topic of conversation, modifying their position on a subject or even using humour to diffuse conflict. They may recommend compromises to resolve problems or may avoid talking about specific topics.

