

Recommendations for Development

Why is it important for you to exert a great deal of influence? What kind of influence is most important to have? Least important?

In your current role, what input are you able to contribute? What other inputs would you like to make?

What kind of decisions are you able to make? What other decision authority do you wish for?

Reverse gap: What is it about influencing that you find uncomfortable? Would it be beneficial for you to take a more active role in your work group that would allow you to exert greater influence and contribute more to decision-making?

To Do:

Identify one or two individuals around you at work who have a great deal of influence. List the ways in which they influence others. What do you admire and what do you dislike? Please list at least one example.

List one or two areas you wish to take on.

Discuss and negotiate with your boss/decision-maker your desire to have greater influence on the job.

Ask a few trusted colleagues for feedback on ways you can improve your ability to exert influence. What seems to work best? What are areas of challenge for you?

