



Influencing Style Profiler Profile Chart

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Influencing Style Profiler Profile Chart

Understanding your profile

The scores indicate the strength of your preference for using a particular influencing style:

- * A score of 14 suggests that you will typically use this style in most circumstances, whereas a score of 0 indicates that you rarely or never use this style.
- * In practice, of course, you will probably find that your scores are scattered between the two extremes.
- * You can think of this pattern as a hierarchy with the higher scores reflecting your most commonly used approaches to influencing others.
- * The lower scores are probably those styles that you use least. Most people find it helpful to reflect upon the differences shown.
- * Are there styles that you could make more use of?
- * Are your typical styles effective in EVERY situation?



Influencing Style Profiler Preferences

<p>Rewarding/punishing Offering people rewards or bribes for acquiescence. Threatening punishment for non-compliance.</p> <p>RP Score</p> <p>6</p>	<p>Assertive persuading Using strong logical argument. Displaying conviction. Identifying needs and motives, and offering reasoned analysis.</p> <p>AP Score</p> <p>12</p>	<p>Setting example Being involved, leading from the front, doing the task. Establishing and using models of behaviour.</p> <p>SE Score</p> <p>2</p>
<p>Political awareness Identifying the balance of power, understanding the needs of the key players, getting their support, and using it as a critical mass to achieve one's objectives.</p> <p>PA Score</p> <p>0</p>		<p>Consulting Sharing information and seeking views. Suggesting actions, giving explanations and inviting contribution. Reserving the right to make final decision.</p> <p>C Score</p> <p>10</p>
<p>Empowering Listening to others, asking for their help, rewarding them through recognition. Making them feel better about themselves.</p> <p>E Score</p> <p>6</p>	<p>Sharing vision Moving things to a higher plane, having a common organisational goal. Appealing to team loyalty and commitment.</p> <p>SV Score</p> <p>8</p>	<p>Being dramatic Getting strong reactions through shock, drama or humour. Making people sit up and take notice.</p> <p>BD Score</p> <p>12</p>