

Influence Profile

Listed below are twenty-one pairs of statements that explain how you view your behavior at work. Consider your role, responsibilities, and personality as you assign point values to each pair of statements below.

Allocate a total of three points for each set of two statements. Base your point allotments on your judgement of how much each statement applies to your ability to influence others.

For example, if the first statement strongly describes you:

3 A.
0 B.

However, if A and B are both characteristic, but B is a little more characteristic:

1 A.
2 B.

1. A. I can punish or penalize colleagues who do not cooperate with me.
 B. Colleagues know that I have connections with very influential people within our organization.
2. E. My position in our company gives me the authority to direct or delegate work activities.
 F. My colleagues like me and enjoy doing things for me.
3. C. Colleagues respect my work experience, knowledge and skills.
 D. I either have or can obtain immediate access to information that is important to other employees.
4. G. I can reward and support colleagues who cooperate with me.
 A. I can punish or penalize colleagues who do not cooperate with me.
5. B. Colleagues know that I have connections with very influential people within our organization.
 C. Colleagues respect my work experience, knowledge and skills.

6. ___ D. I either have or can obtain immediate access to information that is important to other employees.
 ___ E. My position in our company gives me the authority to direct or delegate work activities.
7. ___ F. My colleagues like me and enjoy doing things for me.
 ___ G. I can reward and support colleagues who cooperate with me.
8. ___ A. I can punish or penalize colleagues who do not cooperate with me.
 ___ C. Colleagues respect my work experience, knowledge and skills.
9. ___ B. Colleagues know that I have connections with very influential people within our organization.
 ___ D. I either have or can obtain immediate access to information that is important to other employees.
10. ___ C. Colleagues respect my work experience, knowledge and skills.
 ___ E. My position in our company gives me the authority to direct or delegate work activities.
11. ___ D. I either have or can obtain immediate access to information that is important to other employees.
 ___ A. I can punish or penalize colleagues who do not cooperate with me.
12. ___ E. My position in our company gives me the authority to direct or delegate work activities.
 ___ B. Colleagues know that I have connections with very influential people within our organization.
13. ___ F. My colleagues like me and enjoy doing things for me.
 ___ C. Colleagues respect my work experience, knowledge and skills.
14. ___ G. I can reward and support colleagues who cooperate with me.
 ___ B. Colleagues know that I have connections with very influential people within our organization.
15. ___ A. I can punish or penalize colleagues who do not cooperate with me.
 ___ E. My position in our company gives me the authority to direct or delegate work activities.

16. ___ B. Colleagues know that I have connections with very influential people within our organization.
___ F. My colleagues like me and enjoy doing things for me.
17. ___ C. Colleagues respect my work experience, knowledge and skills.
___ G. I can reward and support colleagues who cooperate with me.
18. ___ D. I either have or can obtain immediate access to information that is important to other employees.
___ F. My colleagues like me and enjoy doing things for me.
19. ___ E. My position in our company gives me the authority to direct or delegate work activities.
___ G. I can reward and support colleagues who cooperate with me.
20. ___ F. My colleagues like me and enjoy doing things for me.
___ A. I can punish or penalize colleagues who do not cooperate with me.
21. ___ G. I can reward and support colleagues who cooperate with me.
___ D. I either have or can obtain immediate access to information that is important to other employees.