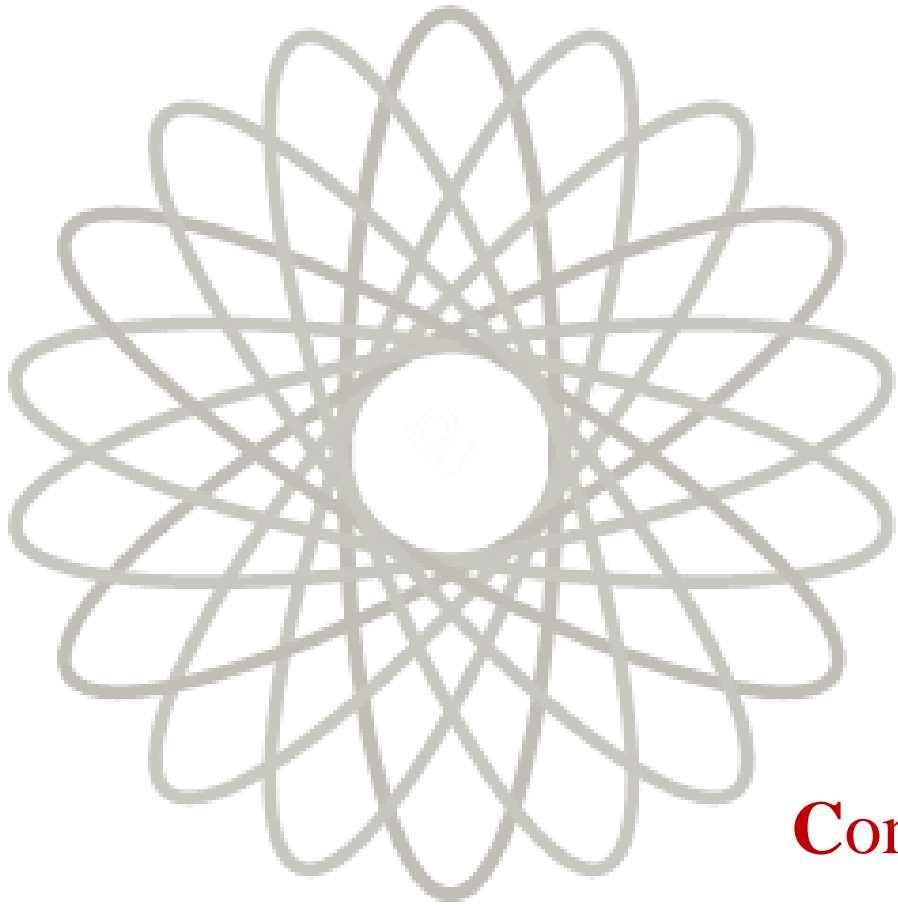


INFLUENCE STYLE

Report for Sample



Contents

- I. Overall Influence Style Scores
- II. Dominant Influence Style
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 - *Persuading*
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ABOUT INFLUENCE STYLE

To influence effectively one must be skillful at getting opinions and ideas heard, recognized and considered by others. Influence inherently means that one is able to impact the ideas, opinions and actions of others. The ability to influence effectively is emerging as a key leadership skill for a new generation of leaders. From the perspective of the Influence Style we are defining influence as the interpersonal behavior that we use to have a positive impact on another party's choices.

ABOUT INFLUENCE STYLE REPORT

The aim of this report is to establish the key strengths and developmental areas of your influencing style based on the questionnaire completed by you and a number of other responders. 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 report has been designed to review your effectiveness at influencing across 5 areas; Persuading, Asserting, Bridging, Attracting and Moving Away.

Sample Report

All the scores in this report are averaged out.

1	The person displays the style, RARELY
2	The person displays the style, OCCASIONALLY BUT INFREQUENTLY
3	The person displays the style in an AVERAGE amount
4	The person displays the style, FAIRLY FREQUENTLY
5	The person displays the style, FREQUENTLY
6	The person displays the style, VERY FREQUENTLY

OVERALL INFLUENCE STYLE SCORES

This section provides an overview of the self-score and scores given by others on four styles of influence.

Overall Influence Scores



Sample Report

PERSUADING	3.38
Proposing	3.50
Reasoning	3.25
ASSERTING	3.50
Stating Expectations	3.25
Evaluating	3.75
BRIDGING	4.42
Involving and Supporting	4.25
Listening	4.25
Disclosing	4.75
ATTRACTING	3.75
Visioning	3.50
Finding Common Ground	4.00
MOVING AWAY FOR INFLUENCE	4.25

INFLUENCE STYLE-WISE SCORES

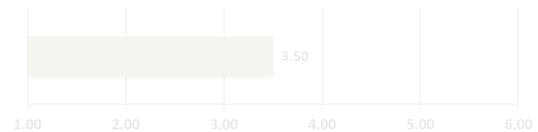
This section provides influence style-wise scores of – self and others.



Influence Style: 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.

Proposing: Presents high quality ideas and proposals persuasively. Suggestions are both incisive and relevant to the problem at hand.



Reasoning: Backs up proposals with solid logic and sound reasoning. Defends proposals and suggestions energetically.



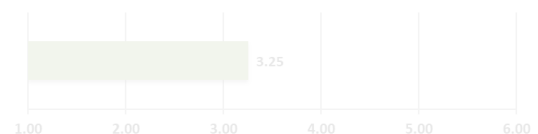
Sample Report



Influence Style: ASSERTING

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.

Stating Expectations: Quick to make own wishes and desires known to others. Communicates to people the standards by which they will be judged. Lets others know exactly what is expected from them.



Evaluating: Corrects others mistakes. Tells people directly when they don't meet expectations or requirements. Is quick to show approval when someone does something good.



Influence Style: 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.

Involving and Supporting: Actively solicits others opinions and suggestions. Gives people credit for their ideas and contributions. Goes out of way to involve others.



Sample Report

Listening: Listens carefully when people express views, which are different from own. Repeats what others say to check his/her understanding.



Disclosing: Goes out of way to make information that he/ she controls available to others. Is open with information. Acknowledges feelings of uncertainty or confusion. Admits errors or oversights.

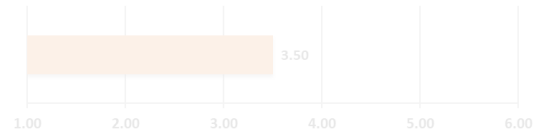




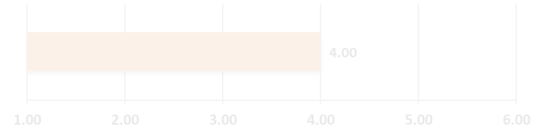
Influence Style: ATTRACTING

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.

Visioning: Brings others to see the exciting possibilities in a situation. Shows Optimism and enthusiasm. Articulates others' aspirations. Creates excitement about what the team can accomplish together.



Finding Common Ground: Helps others see the goals and values they share. Shows others how to achieve more by working together. Looks for common ground even in situation where obvious difference exists.

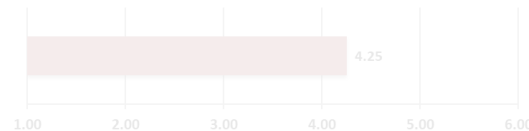


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MOVING AWAY FOR INFLUENCE

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.



Sample Report

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