



# Influencing Style Profiler

Report of Influencing Style Profiler

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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>



# Influencing Style Profiler Profile Exploration

## **Assertive Persuading Score: 11–12**

### **Likely Behaviours:**

- Very frequent and confident use of assertive persuasion.
- Naturally positions arguments with precision and conviction.
- Uses insight into others' needs to frame highly compelling cases.

### **Work Implications:**

- Often a thought leader or go-to advisor in their field.
- Highly effective in roles involving influence without authority.
- Needs to ensure space for others to contribute and avoid perceived dominance.

## **Being Dramatic Score: 11–12**

### **Likely Behaviours:**

- Very strong tendency to use bold, expressive, or entertaining approaches.
- Often turns routine moments into memorable experiences.
- Comfortable provoking emotion or laughter to influence thinking.

### **Work Implications:**

- Powerful communicator and morale booster.
- Highly effective in energising disengaged audiences or sparking urgency.
- Needs to moderate intensity in more conservative or analytical environments.



# Influencing Style Profiler Profile Exploration

## **Consulting Score: 9–10**

### **Likely Behaviours:**

- Frequently integrates others' input into decision-making processes.
- Ensures people understand the “why” behind decisions and actions.
- Consults proactively and with genuine interest in feedback.

### **Work Implications:**

- Highly trusted by teams and peers; creates a sense of shared ownership.
- Often seen as a collaborative leader and effective communicator.
- May occasionally delay decisions in pursuit of consensus.

## **Sharing Vision Score: 7–8**

### **Likely Behaviours:**

- Regularly connects team efforts to a higher purpose or organizational vision.
- Encourages loyalty and commitment through shared identity.
- Uses values and mission to energize and unify people.

### **Work Implications:**

- Builds strong team culture and purpose-driven engagement.
- Effective in leading through change, transformation, or growth.
- Well-positioned for leadership roles requiring cultural alignment and inspiration.



# Influencing Style Profiler Profile Exploration

## **Rewarding/Punishing Score: 5–6**

### **Likely Behaviours:**

- Uses rewards and consequences with some frequency.
- Motivates others by offering recognition or minor sanctions.
- Tends to escalate only when other influence strategies fail.

### **Work Implications:**

- Moderately effective in structured environments with clear performance expectations.
- May be seen as fair but occasionally inconsistent in applying pressure.
- Balances interpersonal harmony with assertive expectations.

## **Empowering Score: 5–6**

### **Likely Behaviours:**

- Moderately encourages participation and recognizes contributions.
- Listens and engages others in ways that build moderate confidence.
- Occasionally delegates with trust and support.

### **Work Implications:**

- Capable of fostering a reasonably motivated and self-reliant team.
- Seen as approachable and respectful.
- Greater consistency in empowerment could boost long-term performance and morale.



# Influencing Style Profiler Profile Exploration

## Setting Example Score: 1–2

### Likely Behaviours:

- Rarely demonstrates expected behaviours personally.
- Occasionally visible but not seen as actively modeling standards.
- Might prefer to direct rather than engage.

### Work Implications:

- Viewed as more distant or strategic than operational.
- May struggle to gain credibility in team-oriented or value-driven cultures.
- Needs to be more visibly aligned with team values or tasks.

## Political Awareness Score: 0

### Likely Behaviours:

- Completely avoids or ignores organizational politics and power dynamics.
- Operates independently of internal alliances or power structures.
- May be unaware of who holds influence in decision-making.

### Work Implications:

- Vulnerable to being sidelined in political or hierarchical organizations.
- May be seen as naive or detached from organizational realities.
- Likely struggles to gain support for ideas or navigate change.