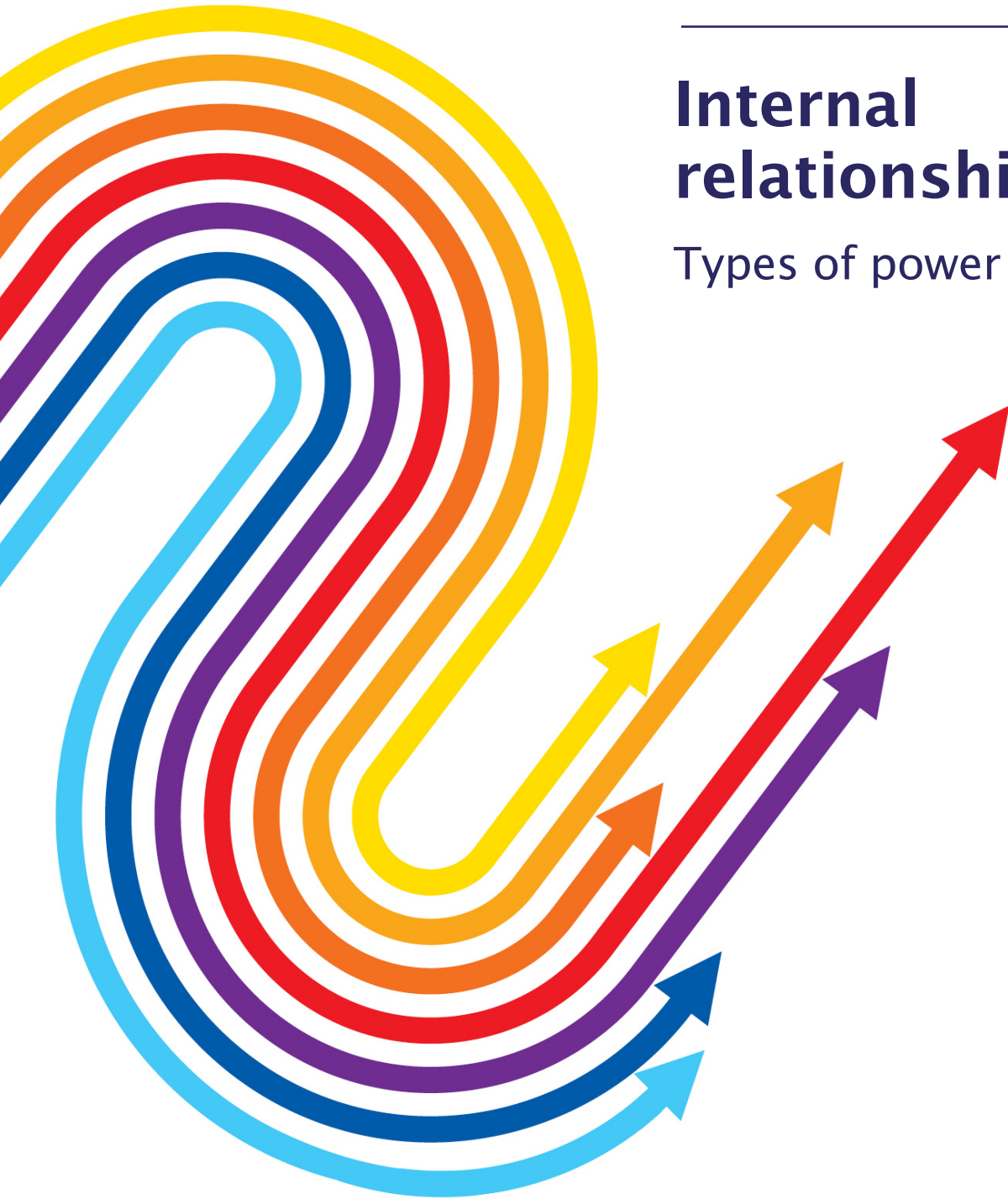


RESOURCE 9

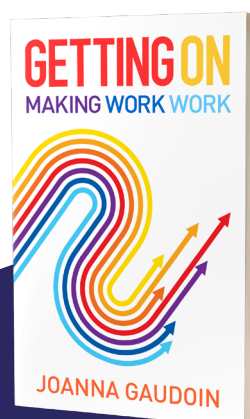
Internal relationships

Types of power sheet



available at
amazon

and other book retailers



This resource accompanies
Chapter 7 of ***Getting On:
Making work work***



This resource accompanies **Chapter 7** of *Getting On: Making work work*

Internal relationships

Types of power sheet

The following questionnaire is designed to get you to think about your power sources, which you have and which you don't (but could possibly develop). The questions at the end of the section are designed to prompt you to think about how you can develop the ones you have and others.

Resource Power

People do as I require because I control resources which they value.

- Yes
 - No
-

Information Power

I can influence the behaviour of others because I have access to information that they might need or desire.

- Yes
 - No
-

Position (or legitimate) Power

I have power over others because I hold a powerful position in the social or business hierarchy. I bear an invisible label that says 'I'm in charge'.

- Yes
 - No
-

Proxy Power

People do as I require because I have 'friends in high places'.

- Yes
 - No
-

Reward Power

People do as I want because I can reward those who comply with my wishes.

- Yes
 - No
-

Expert Power

People do as I require because they respect my knowledge and expertise.

- Yes
 - No
-



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Internal relationships

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Sanctions Power

People do as I require because I can 'punish' those who don't.

Yes

No

Personal (or referent) Power

People do as I wish because they like me and want to model their behaviour on mine.

Yes

No

Status Power

People do as I wish because I have status in the group. I may be the oldest, the longest serving, the only one with a degree, for example.

Yes

No

Charisma Power

People do as I wish because they are impressed or influenced by my personality, vision, enthusiasm and/or charm.

Yes

No

Favour Power

People do as I wish because I build a bank balance of favours and 'call them in' when I need to.

Yes

No

Technical Power

People do as I wish because I know how to influence behaviour and apply my knowledge with skill.

Yes

No



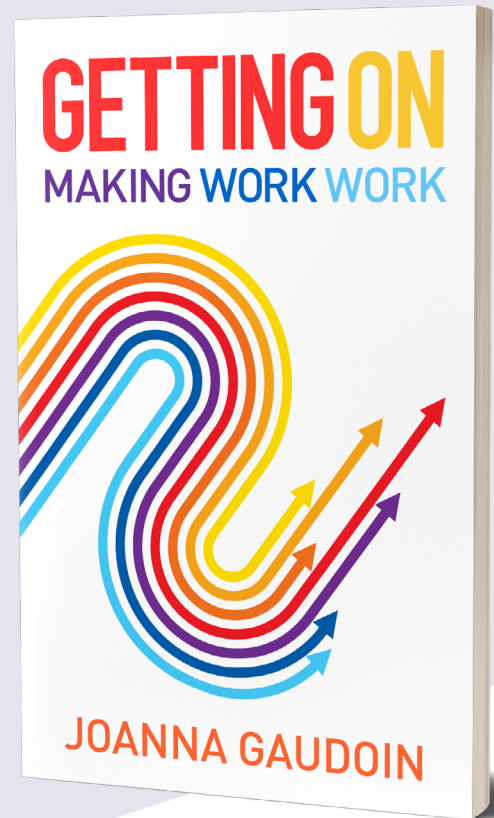
Why I wrote this book

Every day, I work with people to help them navigate the workplace challenges they face, be the best they can be at work and fulfil their career potential – so that work works for them. This book uses that experience to help you take your own steps towards career success.

“We know that excelling on the job, doesn’t mean that a successful career will follow – but we don’t always understand why. In Getting On: Making work work, Joanna reminds us to be rigorous in our self-analysis and hone the skills we need to rev our career engine. It’s pragmatic, thought provoking and encourages self-reflection with valuable insights for everyone, no matter what stage your career.”

Unette Spencer,

Chief of Staff to Executive Vice Chair, Mastercard



About the Author



Joanna has spent more than 10 years working with individuals to help them understand how to blend their technical know-how with ‘softer’ skills to realise career success – either in their existing role, or when looking for new opportunities. Joanna also runs group sessions for organisations and is a regular speaker at events.

To find out more about Joanna and her work:

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