EXPAND YOUR INFLUENCE





THE 5 INFLUENCING STYLES...WHICH DO YOU USE MOST?

LOGIC: If you influence through logic, you...

- Use facts and reasoning to present your ideas
- Leverage expertise and your experience to build credibility

ASSERTION: If you influence through assertion you...

- Insist that your ideas are heard and considered, even when others disagree
- Debate with or persuade others to see your point of view

NEGOTIATION: If you influence through negotiation you...

- Look for compromises and make concessions to reach an outcome that satisfies your greater interest
- Make trade-offs and exchanges in order to meet your overall objective

INSPIRATION: If you influence through inspiration you...

- Encourage others towards your POV (point of view) by communicating a sense of shared mission and exciting possibilities
- Use inspirational stories and metaphors to encourage a shared sense of purpose

BRIDGING: If you influence through bridging and coalition you...

- First connect with others to gain buy-in
- Use consultation, reciprocity and personal relationships to get others to agree with your position



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7 WAYS TO BUILD INFLUENCE



ACTIVELY LISTEN Encourage the silent members of your team to speak-up.

BUILD TRUST Be open and honest.

State your opinions and disclose your apprehensions.

CULTIVATE RELIABILITY Set consistent expectations.

THROUGH CONSISTENCY Give consistent feedback, both positive and constructive.

GET RESULTS Put your ideas to the test and follow-through.

BE ASSERTIVE Present your ideas with confidence.

BE FLEXIBLE Strike a balance between holding firm on your ideas and showing

flexibility to listen to other ideas.

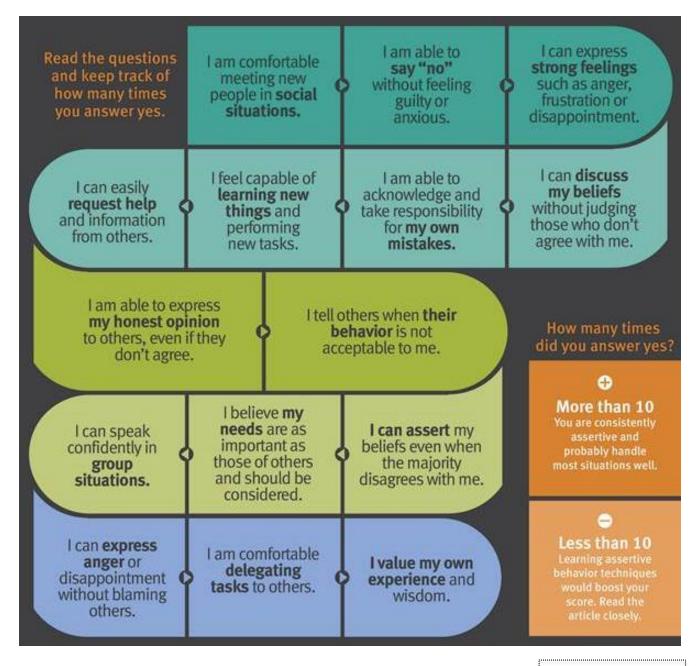
BE PERSONABLE Create meaningful, personal exchanges. Ask questions of others.

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AM I ASSERTIVE?



How many times did you answer YES?

Adapted from: Mutual of Omaha