

STRENGTHS IN INFLUENCING: POSITIVES AND WATCHOUTS

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PURPOSE

This tool is designed as a prompt to help you consider how you can best use your Significant 7 strengths and bubbling unders to achieve an outcome in the context of influencing or selling.

INSTRUCTIONS

- Look through the table below and find your own Significant 7 strengths.
- Shortlist what actions you could consider using to bring one or more of your strengths to an upcoming situation where you'll need to influence others.
- Check through the 'beware' statements too and work out which of these best describe you. Make a plan to avoid any of your strengths going into overdrive when you're in the influencing situation. In particular, consider which of your other strengths you could 'dial up' to compensate for a strength in overdrive risk.

THE STRENGTHS IN INFLUENCING...

STRENGTH	IN INFLUENCING...	OVERDRIVE RISK...
COLLABORATION 	Working with the other person to find a 'win-win' where both parties benefit	Seeking consensus where it won't happen; assuming other people are collaborative too
COMMON SENSE 	Giving concrete examples and building your case on these; using established approaches	Missing the new thinking/new approach

STRENGTHS	IN INFLUENCING...	OVERDRIVE RISK...
<p>COMPASSION</p> 	<p>Demonstrating sympathy to others' needs; accommodating others' needs where appropriate</p>	<p>Being taken advantage of; not getting what you want</p>
<p>COURAGE</p> 	<p>Sticking with your position, even when it is controversial; suggesting options other people dare not mention</p>	<p>Upsetting others by getting stuck on your position/point of view</p>
<p>CREATIVITY</p> 	<p>Thinking outside the box to find a new way of persuading/influencing; breaking through blocks by throwing new light on an issue</p>	<p>Coming up with new approaches unnecessarily</p>
<p>CRITICAL THINKING</p> 	<p>Breaking down issues objectively into their component parts for closer examination, to find 'the truth'</p>	<p>Being overly critical of others' perspectives too early in discussions</p>
<p>DECISIVENESS</p> 	<p>Moving others to a quick conclusion or quickly through a cul-de-sac</p>	<p>Forcing decisions too quickly when they would benefit from discussion/reflection</p>
<p>DETAIL ORIENTATION</p> 	<p>Covering all the details of proposals; ensuring that contract issues, action plans, etc. are properly recorded</p>	<p>Missing the big issues that may prevent agreement</p>

STRENGTHS	IN INFLUENCING...	OVERDRIVE RISK...
DEVELOPING OTHERS 	Helping others to become more effective influencers by sharing knowledge/expertise; looking for opportunities for others to learn	Always looking for opportunities to develop others when another approach (e.g. being directive) would be more beneficial
EFFICIENCY 	Utilising systems to record and track key aspects of negotiation/discussions	Being seen as inflexible
EMOTIONAL CONTROL 	Using your emotions with great care; defusing situations; showing others the emotions you want to show them; being careful with body language	Coming across as aloof or dispassionate
EMPATHY 	Seeking to understand the other person's point of view in order to more effectively influence them	Getting too caught up in their point of view to service your own needs
ENTHUSIASM 	Utilising the positive, infectious edge that your enthusiasm brings to discussions	Overwhelming others before they've had time to reflect or 'buy in' to an idea
FLEXIBILITY 	Moving the discussion in different directions to explore alternative possibilities	Inconsistency or indecisiveness about final direction/decision

STRENGTHS	IN INFLUENCING...	OVERDRIVE RISK...
INITIATIVE 	Starting up negotiations/discussions while others wait too long	Jumping in too quickly before others are ready
LEADING 	Influencing others towards the goal – taking the group with you	Others with the same strength (which may lead to a struggle for control)
OPTIMISM 	Looking for the positive outcome and making sure that others consider this too	Leaving too much to chance through lack of planning
PERSUASIVENESS 	Creating convincing arguments communicated in a convincing way	Being seen as manipulative or as not allowing others to buy in
RELATIONSHIP BUILDING 	Laying groundwork for rapport – finding out about others personally and using this to build goodwill	Forgetting to state your position/arguments for the sake of maintaining the relationship
RESILIENCE 	Keeping going when negotiation/conversation seems to have hit a block; finding and overcoming challenges	Choosing the tougher option for the sake of the challenge

STRENGTHS	IN INFLUENCING...	OVERDRIVE RISK...
RESULTS FOCUS 	Reminding other parties about the need to achieve objectives; keeping people focused on outcomes	Forgetting the 'people' aspects of influencing/negotiation
SELF-CONFIDENCE 	Enthusing others towards a particular way of thinking; communicating certainty in your views	Appearing arrogant or presenting an option as a fait accompli
SELF-IMPROVEMENT 	Looking for opportunities to learn and gain self-insights to improve performance	Becoming self-absorbed and introspective when an external focus is more helpful
STRATEGIC MINDEDNESS 	Projecting forward to 'scenario plan'; bringing together a range of views	Focusing too much on the long-term



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