

Influencing Others

Exercise

Read through the Influencing Types Summary below. Then talk through them as a group, and discuss situations that work best for each of these types.

Influencing Types Summary

INFLUENCING STYLE TYPE

Harmonizer



MAJOR CHARACTERISTICS

1. Helpful, tolerant
2. Open and flexible
3. A quiet collector of information
4. Warm toward people
5. Likes to be imaginative and creative
6. Likes researching/ finding out

INFLUENCING BEHAVIOR

- Not overly assertive
- Tends not to be concerned about time
- Tends to interpret what they hear personally
- Might see some deadlines as unimportant
- Likes to bring people together

Visioner



1. Developer and investigator of ideas
2. Seller and promoter
3. Likes varied tasks
4. Quickly bored
5. Outgoing and future-focused
6. Likes to experiment

- Has high creative energy
- Likes to be resourceful
- Effective in a range of communication styles
- Independent-minded
- Likes to come up with good ideas

Orchestrator



1. Quick decision-maker
2. Likes to organize and arrange
3. Results-oriented
4. Analytically minded
5. Practical and down-to-earth
6. Likes planning ahead

- Often exerts pressure
- Likes to make things happen
- Might overlook the feelings of others
- Can be very time-conscious
- Likes to achieve the task

Regulator



1. Good eye for detail
2. Strong on control and standards
3. Conservative
4. Strongly purposeful
5. Likes to complete things
6. Delivery-focused

- Tends to be quiet and reflective
- Can be meticulous
- Concentrates well
- Prefers order and system
- Likes to follow through