

Influence Situation Planning

Diagnostic Checklist

Style	Situational Conditions	Condition is: met (+=1) not met (-=0) maybe (~=1/2) Circle critical conditions	Ranking: 1=highest 2=lowest
Persuading	<ol style="list-style-type: none"> 1. The other person respects your competence 2. You have significant exclusive information 3. Alternative positions can be tested by facts and reason 4. People are relatively unemotional, or are in control of their emotions 5. You are perceived as objective, not as competitive 		
Asserting	<ol style="list-style-type: none"> 1. Both parties have a personal stake - something to gain or lose 2. You have legitimate needs, requirements, or expectations 3. You can use Incentives and Pressures that you personally control 4. Compliance is sufficient; you do not require commitment 5. The other's need to control is low to moderate 		
Bridging	<ol style="list-style-type: none"> 1. The other person's contribution might be helpful to you 2. The other person must be committed to the outcome 3. You are open to influence - a final decision has not been made 4. The other person will not lose something by working with you 5. Others are upset or emotionally stressed 		
Attracting	<ol style="list-style-type: none"> 1. You and the other person share common values, goals, and aspirations 2. The other person trusts and admires you 3. The other person is unsure or directionless 4. The situation triggers important hopes, fears, or values 5. Generating energy or a sense of purpose is more important than getting others to take a specific action 		
Disengaging			

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Tally Sheet

Energy	Influence Style	Influence Behavior	✓
<div style="border: 1px solid black; padding: 2px; display: inline-block; margin-bottom: 5px;">Other</div> Push <div style="border: 1px solid black; padding: 2px; display: inline-block;">Self</div>	Persuading 	<ul style="list-style-type: none"> • Proposing: ideas; suggestions; recommendations; questions that suggest a proposal • Reasoning: facts and logic in support or opposition; argument for or against; rhetorical questions 	
	Asserting 	<ul style="list-style-type: none"> • Stating Expectations: needs; demands; standards; prescriptions • Evaluating: positive or negative judgment; personal and intuitive • Using Incentives And Pressures: specifying the ways and means you control which meet other's needs 	
<div style="border: 1px solid black; padding: 2px; display: inline-block; margin-bottom: 5px;">Other</div> Pull <div style="border: 1px solid black; padding: 2px; display: inline-block;">Self</div>	Bridging 	<ul style="list-style-type: none"> • Involving: soliciting views, ideas, and information from others. Encouraging participation • Listening: paraphrasing; summarizing; reflecting feelings; giving one's interpretation of other's position • Disclosing: admitting mistakes; revealing uncertainty; making oneself vulnerable. Asking for help 	
	Attracting 	<ul style="list-style-type: none"> • Finding Common Ground: highlighting common values, beliefs, ideas, agreement, or synergy • Visioning: viewing future with optimism, picturing ideal outcome. Using positive metaphor, analogy, or word pictures. Using emotional language 	
Move Away 	Disengaging 	<ul style="list-style-type: none"> • Postponing to a future time • Processing; standing back to review working methods • Changing The Subject; includes the use of humor to defuse tension • Taking A Break 	
	Avoiding	Backing down; dismissing real differences; discarding objectives; withdrawing from the situation	