

Influence Tips

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- **Get to know the people you want to influence and build relationships.**
 - **What do they enjoy and value in their work?**
 - **What inspires them, gives them a sense of purpose, a sense of accomplishment?**
 - **Ask them directly, but you can also use a 360 degree survey (a survey that collects anonymous input from your boss, peers, and employees that can help identify strengths, gaps, and opportunities in your leadership style). Examples of these can be found on the internet.**

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- Motivate employees by maintaining a positive attitude, emphasizing teamwork, and empower them to do more.
- Give them the tools, guidance, and time to succeed in their jobs.
- Show appreciation for good work. Show your employees you are engaged and value them. Say thank you.

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- **Employees will perform better in a company they feel cares for them.**
 - Do they feel valued, well-trained, receive both positive and constructive feedback, work in good job conditions?
 - Keep up with what your employees are doing to show that you care and what they're doing is important to you.
- **Build trust with your employees, co-workers and support organizations.**
 - Lead by example. Don't tell others to act in a certain way and you do the complete opposite. Be able to admit when you're wrong.
 - When you say you're going to do something, do it. Don't give empty promises.

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- Give clear direction. Employees will be more effective in their jobs and receptive to guidance when they have clear direction.
- Listen to the opinions and perspectives of others.
 - Listen to actually hear what people are saying, don't listen only to respond with your opinion.
 - Invite people to collaborate and include them in decision making (even if you already know the decision you're going to make). When people feel that they're contributing, they're more likely to go along with your decisions.

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- If you have a tough team and feel you are struggling to become a part of it, consider trying to start working on one or two team members who can see your vision and disseminate it to your team members naturally from the inside.
 - This can take some time to develop and see a difference, so don't expect to see a change right away.

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- In management, you typically can't make everyone like you. Don't beat yourself up when not everyone does. However, it is absolutely worth making an effort for people to like you given they're very much so more likely to work harder for you. It is a continuous process where you will regularly learn better ways to influence your organization.