

Leadership Influence Practice Worksheet

Read the scenario below and determine what steps you can take to build a working relationship to influence this employee.

Randy is a new member of your team. He just started this week and is new to the company so you do not know him well yet. Although he has some experience, this is a new job for him (he's not proficient at performing the job yet) and a new network of people.

[illegible]

Suggested responses:

- Get to know Randy. What does he enjoy/value at work? What inspires him and gives him a sense of accomplishment?
- Introduce him to the team and other resources, make him feel valued and a part of the team.
- Give him the necessary tools, guidance, and resources to be successful in starting his new job.
- Provide clear direction on the role and responsibilities.
- Invite Randy to collaborate and actively listen to his ideas.
- Let Randy know you have an open door policy and you're open to ideas for constructive feedback given he has a fresh set of eyes on the organization.
- Provide both constructive and positive feedback for Randy's work as he progresses in the new role.