

The Road to Champagne

Chapter 10 Actions: Increase Power & Influence



- Give yourself an objective score of 1 to 10 in each power source (5 being average proficiency). Be honest with yourself and potentially ask for feedback from trusted colleagues. With solid self-awareness (as explained in Chapter 6), you can paint an accurate picture of your power sources. Skip the Gap column for now, you'll come back to it.

• Individual	Score:	Gap:
○ Awareness of the dynamic	_____	_____
○ Reputation and track record	_____	_____
○ Focused expertise	_____	_____
○ Emotional intelligence	_____	_____
○ Marketability	_____	_____
○ Likeability	_____	_____
○ Relationships	_____	_____
○ Tolerating conflict	_____	_____
○ Sharp influencing skills	_____	_____
• Contextual		
○ Being in the right team	_____	_____
○ Communication network position	_____	_____
○ Authority	_____	_____
○ Resources	_____	_____

- For each power source, determine how large the gap is to reach a performance target of 7.5 (i.e., the midpoint between the center of the scale and the right extreme) by subtracting your self-score from 7.5 (leave the gap as zero if you scored above 7.5): write it down in the last column above.
 - 7.5 is my generalized target, though you can go a little lower or higher depending on the power needs of your position.
 - If you are already close to the target, that's awesome! Sure, you can improve, but I would focus that energy elsewhere as explained next.

The Road to Champagne

Chapter 10 Actions: Increase Power & Influence



- Circle your biggest three gaps.
- Fine-tune your prioritization by rearranging the order based on what power sources are valued or esteemed more in your organization. For example, if you have two gaps of similar size for Relationships and Tolerating Conflict—and in your organization “who you know” is critical to success—focus first on improving your Relationships power source.
- Summarize here what sources you prioritized:
 - Priority 1: _____
 - Priority 2: _____
 - Priority 3: _____

- Define concrete steps for each prioritized power source through a simple action plan.
 - What will you do? Be clear and include these actions in your calendar. Make them happen!
 - By when? Set target dates and commit to the time and effort required.

Power gap #1 to close: _____ Target date

Actions _____

Power gap #2 to close : _____

Actions _____

Power gap #3 to close : _____

Actions _____

- Go deeper into the study of power and influence (books, courses, coaches, others).

The Road to Champagne

Chapter 10 Actions: Increase Power & Influence



- On an ongoing basis in your current role: When you face a key goal that you need to achieve, incorporate power into your planning. Ask and answer these questions:
 - What am I trying to achieve?

 - Who plays an important role for me to get there?

 - What are their interests and positions regarding my goal (blocker, neutral, or supporter)?

 - What power sources do they have?

 - What power sources do I currently have?

- Based on your power sources, their interests and positions, and their power sources, create a strategy outlining the steps you need to take to prevent blockers from blocking you and/or gain the support of decision makers (for instance, explain how your goal is aligned with their interests, mitigate their concerns, and bring a powerful ally to the meeting).

- Execute your plan and learn from what worked well and what didn't. Keep practicing.
 - What worked well? _____
 - What didn't? _____