

Take the AscentLogic Influence Snapshot Self-Assessment for instant high-level diagnostic insights about your Executive Influence.

Answering as honestly as possible, select the appropriate box for each statement that applies. Rate how much you agree with a statement on a scale of 1 to 3 (1 = Disagree; 2 = Neutral; 3 = Agree).

Influence Relative to Individuals	1	2	3
I am sleeping 4 hours a night because of all the work I have, and this can't continue.			
We just got a new CEO and I need to get on his good side, fast.			
I've promoted a great individual into an Executive role, who is not doing as well as I'd hoped.			
I need to inspire people, so they see the bigger picture and believe in the organization's vision and mission.			
I need to get people onboard with our major change initiative.			
I must convince my CEO to make a critical infrastructure investment.			
I want the Board to approve my strategic vision, but some members are risk averse.			
I have a great idea but don't have the network to make it happen.			
I need to close a deal with a major investor who is unsure about investing in our company.			
My people aren't doing what I need them to do.			
I spend too much time on tactical involvement/execution and not enough time on strategy.			
Influence Relative to Compelling Value	1	2	3
It is hard to get my ideas heard around here.			
I am getting lots of push back on....			
I feel invisible in this organization.			
I am not having the impact I want to have.			
I need to be more assertive.			
I'd like to let loose and say what needs to be said, but it would be political suicide.			
I've been told that I need to improve my Leadership Presence in order to advance.			
I was disappointed that they passed me over for promotion during this recent performance review.			
Influence Relative to the Organization and Projects	1	2	3
My team isn't performing the way I need them to.			
Our board is weak and can't take our organization where it needs to go.			
Our change initiative is going too slow.			
We have a strategy, but it isn't getting done.			
I love technology but it is so hard to get people to move forward.			
Our team is near the end of a long project and I need them to come together for one final push.			
I just started in my role and must figure out whether I have the right team in place.			
Our team doesn't care enough about....			
My executive team needs to be more autonomous and self-motivated to achieve our goals.			
I'm not getting enough from our team.			
Our IT department is not moving quickly enough.			
I've been told I need to keep getting results, but without leaving bodies in my wake.			
The culture here has become too reactive and complacent.			
We are merging with another company and I can already see big issues ahead.			
Influence Relative to Meetings	1	2	3
I must come up with a vision and strategy for our organization and present it to the board.			
I have a high-stakes meeting coming up that can't go sideways.			
I'm have too many meetings that don't close on next-step actions/ownership.			
My team isn't bought into our Mission or Vision.			
I haven't been accomplishing my objectives in the meetings I lead.			
They didn't like my idea.			

Before venturing on his own, early 20th Century steel magnate Charles M. Schwab rose from day laborer to star executive under industrialist Andrew Carnegie, one of history's wealthiest people. Carnegie paid Schwab a \$75,000 salary with a frequent \$1 million bonus (an astronomical sum of money for the time). Carnegie told author Napoleon Hill, "The yearly salary was for the work Schwab performed, but the bonus was for what Schwab, with his pleasing personality, could get others to do."

Influence is having an authentic nonmanipulative conversation with a clear outcome/goal/objective, so the other person takes desired actions based on how you wanted them to think, feel, behave, and act.

Do you lead others? Imagine filling this assessment out from the perspective of a key individual you lead. How many of your current high-potential leaders show signs of diminishing or insufficient influence? You know far less about yourself than you think you do. How much less do you know about those you lead?

Are you, or someone you lead, dealing with any of the self-assessed issues when interacting with...

- Boss/CEO/Board
- Peers
- Direct Reports/Key Executive Lieutenants
- Indirect Reports
- Internal & External Stakeholders/Key Customers
- Project Management/Organizational Leadership
- In meetings you lead & attend
- In a 1:1 setting

Many factors can indicate issues around someone's level of influence. The following prompts often indicate an executive, or someone they lead, would benefit from improving their ability to influence others.

- When you find yourself complaining
- When someone you lead is complaining
- When there is need to improve "leadership presence"
- When there is change that isn't moving

When executives don't understand how to prepare for the best possible outcome in high-stakes meetings they dramatically compromise their ability to deliver value. By taking more control as leaders, and by turning complaints into powerful opportunities to influence others and improve performance, you position your true value while continuing to grow your ability to deliver impact at greater scope and scale.

If you score yourself, or someone you lead, a 2 or lower on any of the above, we should talk. Over the last 20-years, I've advised executives all over the world relative to leadership, influence, engagement, communications, meeting strategy, and career advancement, as well as improving how they develop the high-potential leaders reporting into them. Let's schedule a session to talk about your objectives.

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The logo for AscentLogic, with 'ASCENT' in orange and 'LOGIC' in black, is positioned in the bottom left corner of the page. The background of the bottom section features a blurred office scene with a man in a suit standing by a window.