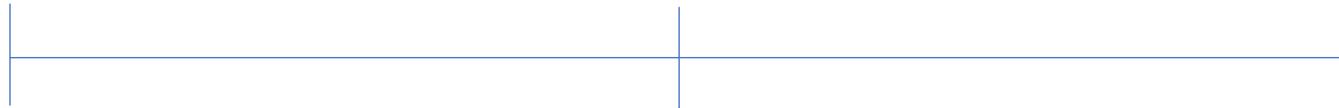




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# Political Orientation



## **Politically Naive**

- Being political is bad
- No focus on power people
- Results speak for themselves

## **Balanced Political**

- Being a bit political is needed
- Leverage needed political power
- People's view and results count

## **Overly Political**

- Being political is right
- It's all about me
- Loyalty counts



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## Political Orientation

|                         | <b>NON POLITICAL</b> | <b>OVERLY POLITICAL</b> |
|-------------------------|----------------------|-------------------------|
| <b>Power Source</b>     | Talented People      | Loyalists               |
| <b>Main Focus</b>       | Company Interests    | Self Interests          |
| <b>Key Actions</b>      | Build Trust          | Intimidate              |
| <b>Decision Making</b>  | Structured           | Emotional               |
| <b>To Be Impressive</b> | Achieve Results      | Say The Right Words     |



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# Actions You Can Take

## **Build Key Relationships**

Identify the people in the company who you want to have a good impression of you and your team. Find out what they care about, interests they have, what they might want from your group. Create ways to informally talk with them to develop a good relationship with them. Perhaps send them a note about a talk they gave or a congrats on a business success.

## **Make Presentations**

Volunteer to make presentations about your team – what it does, what it has accomplished, what it has done to work well with other groups. Make presentations to your department, division or at company All Hands meetings.

## **Communicate Your Value Add**

Find subtle ways to share what you have done with the boss and boss's boss and the people who have the power and resources you need or may need someday. For example be prepared to insert a comment when you "bump" into them or while waiting for a meeting to start. When they ask "How is it going?" or "How are you doing?" that is your golden opportunity to tell them in a one minute or less about the value add they care about.

## **Be Seen A Good Cross-functional Improver**

Build your reputation and your team's reputation by demonstrating you care about the success of other departments by proactively building strong collaboration with other groups and even help them deal with obstacles.



## Free Consultation

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Neil Love  
Career & Leader Coach

[www.BetterTransition.com](http://www.BetterTransition.com)

Neil Love  
Transition Coach  
neil@bettertransition.com