

# The Ethical Developer's Guide for Workplace Politics

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  - Orlando Codecamp (orlandocodecamp.com March 25th)



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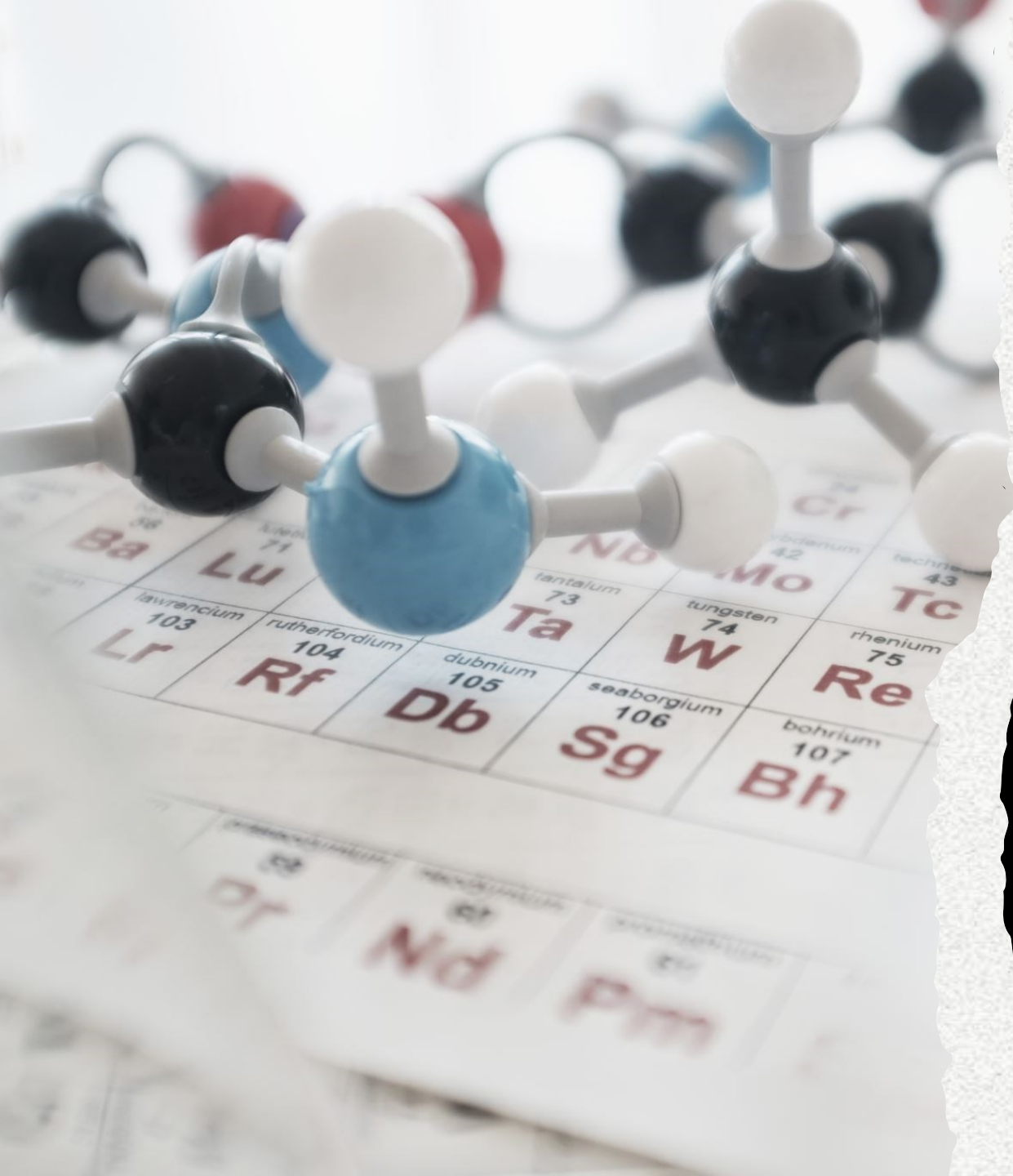
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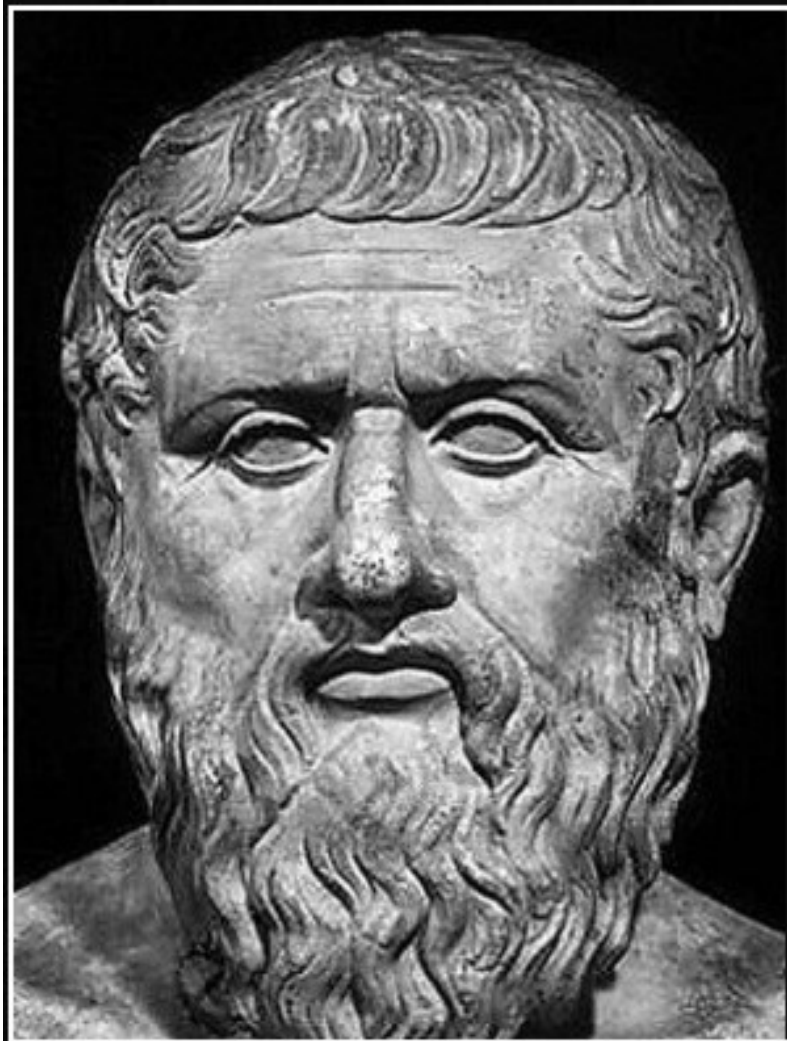


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# Disclaimer

- Not an exact science
- YMMV



Those who refuse to engage in  
politics will be led by their inferiors

— *Plato* —

AZ QUOTES

# Alternate quote



If you refuse to engage in politics, you will be represented by others, whose decisions and politics you will not like

# Politics (context)

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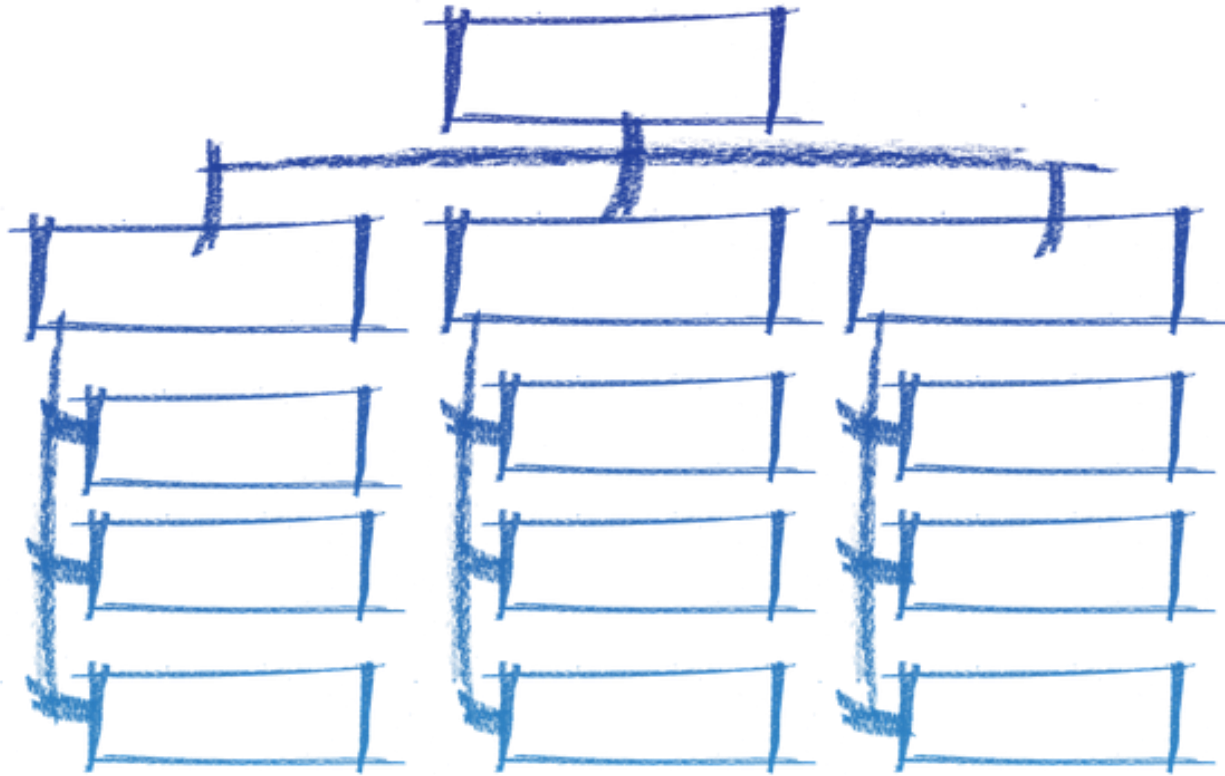
Workplace politics \*NOT\* national/local politics



# Workplace Politics

Politics at work doesn't have to be all backstab-ey

# What is politics?

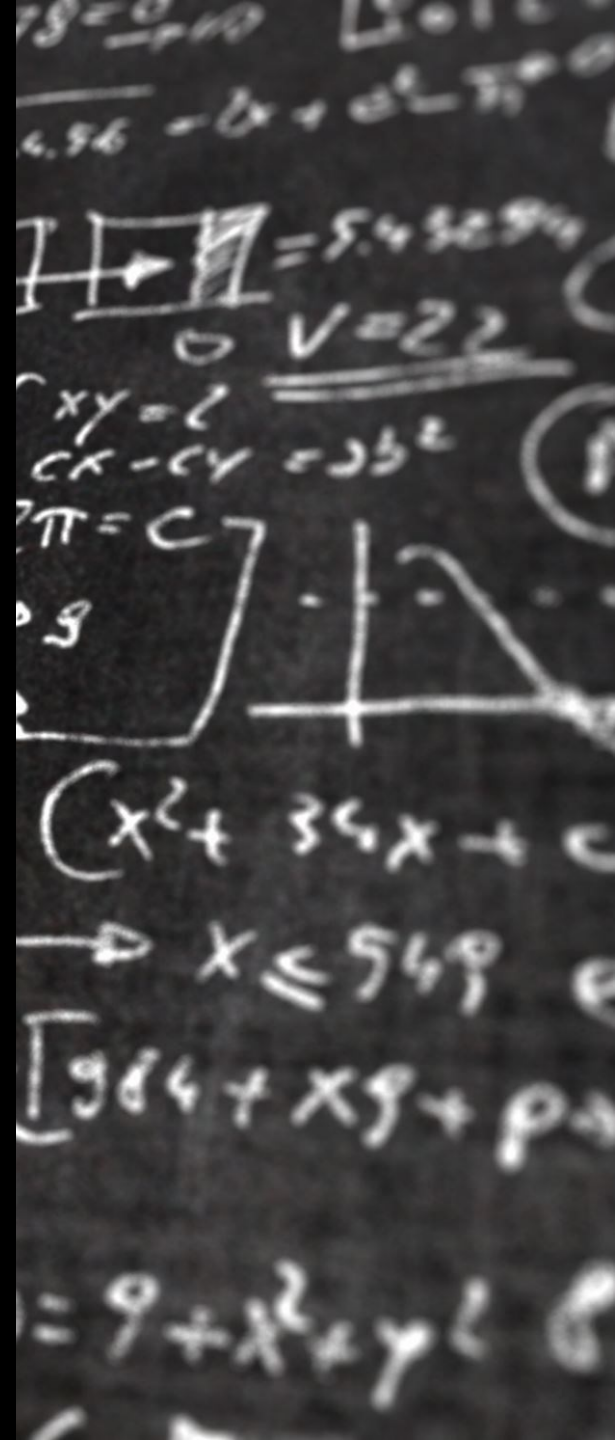


- Art of getting sh#t done
- Organizational map
- No organization free of politics

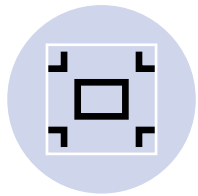


# Power Equations

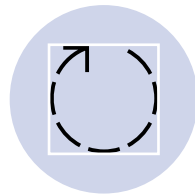
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# Power Equations



Actual Power = Ability  
to effect real change



Perceived Power = Title  
or position



Desired Power =  
Ambition (everyone has  
this to various levels)



Perceived  $\uparrow$  + Actual  
 $\downarrow$  = Delusional



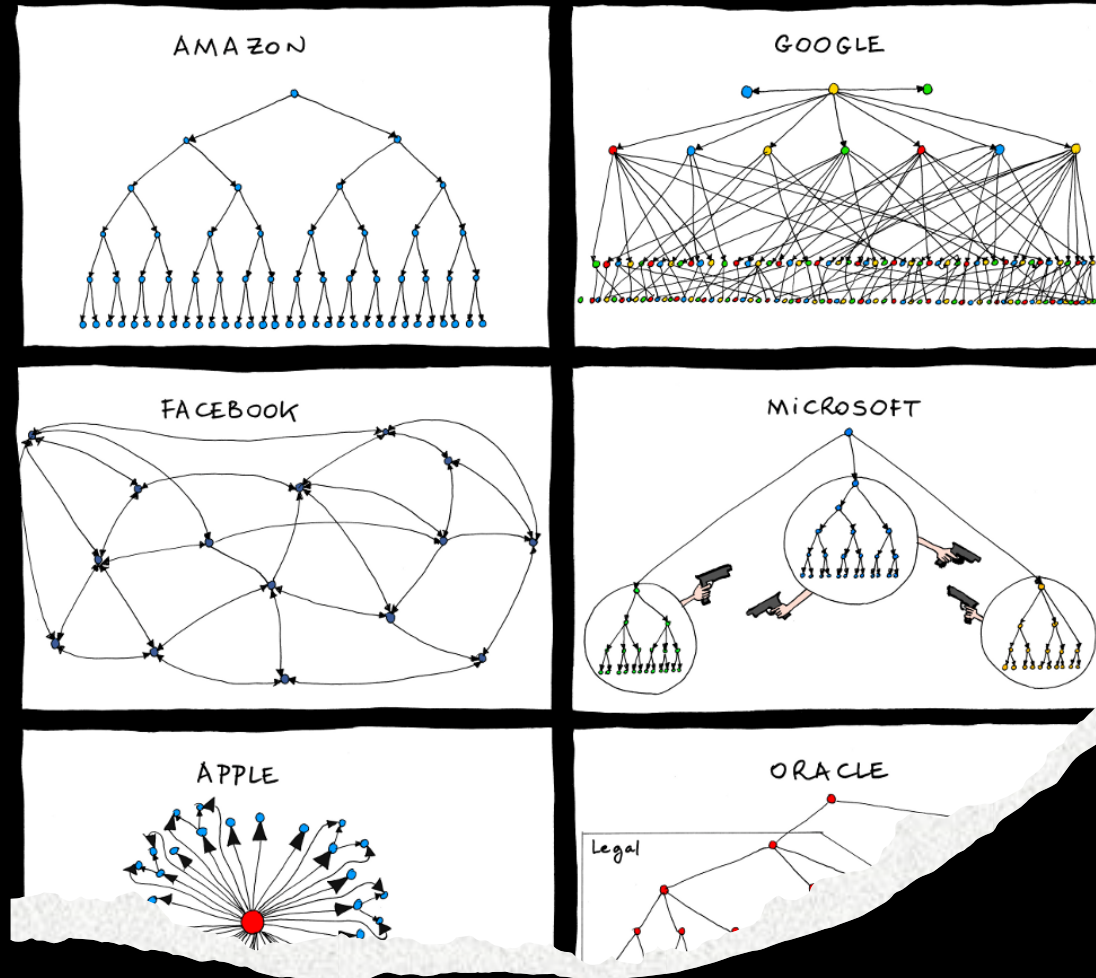
Perceived  $\downarrow$  + Actual  
 $\downarrow$  = Frustrated



Autonomy = Power

# Politics and Power in organizations

- Individual = Perceived – Actual + Desired
- Power is relative
- Org/Team Politics = Individuals \* Relationships
- Alliances





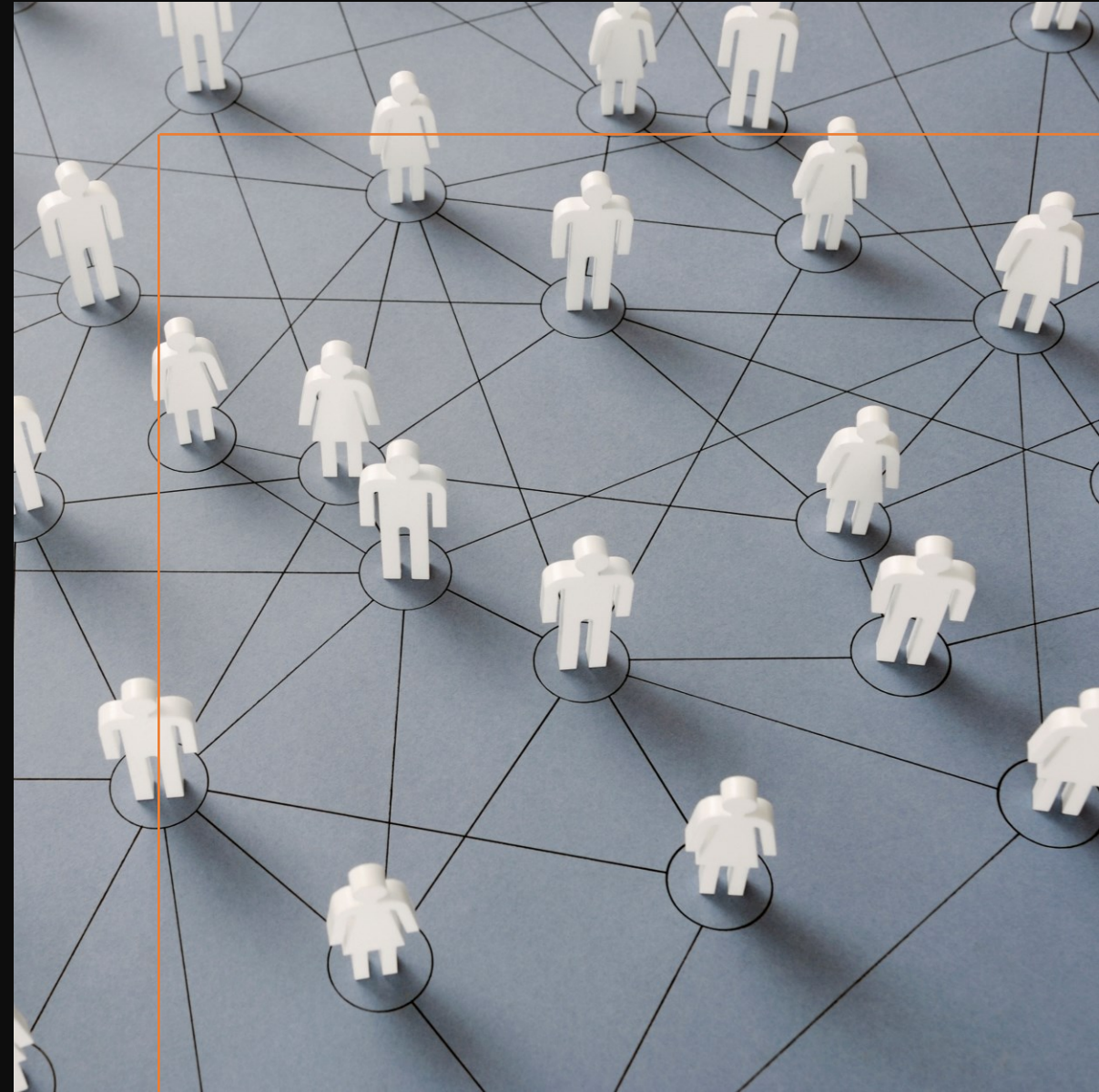
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Connectors, Mavens, and Salespeople

# Connectors

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- Connectors make the intro
- “To solve X problem you should probably talk to Y person”
- Connect and be connected to



# Mavens

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- Mavens are the librarians of your organization
- Subject matter experts
- Freely share information and connections



# Salespeople

- Salespeople use Jedi mind tricks to get everyone to agree to their proposals
- Bolster your proposal with their help
- Share information and connections





Become  
political

- Build default behaviors
- Sparingly used “tactics”
- Jerk behaviors to avoid



# Default Behaviors – Be Non-Transactional

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- Care and connect with colleagues, customers and community
- Do things without expecting anything in return



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# Default Behavior – Influence Not Authority

- Individual contributor
- Lead by influencing not commanding
- Know who to influence





# Default Behaviors – Go beyond your immediate circle

- Connect within, across and outside
- Provide unconditional value freely
- Relationships >>>>



# Default Behaviors – Know Thy Boss

- Immediate boss = biggest ally or detractor
- Do you know who your boss looks up to/trusts?
- Will they back you up?

# Default Behaviors – Follow Internal Comms

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- Know company “news”
- Read content and between lines
- Areas of growth or otherwise
- Executive priorities



## T.P.S REPORT

### COVER SHEET

Prepared By: \_\_\_\_\_ Date: \_\_\_\_\_

System: \_\_\_\_\_ Program Language: \_\_\_\_\_ Platform: \_\_\_\_\_ OS: \_\_\_\_\_

Unit Code: \_\_\_\_\_ Customer: \_\_\_\_\_

Unit Code Tested: \_\_\_\_\_

Due Date: \_\_\_\_\_ Approved By: \_\_\_\_\_

Test Date: \_\_\_\_\_ Tested By: \_\_\_\_\_

Total Run Time: \_\_\_\_\_ Total Error Count: \_\_\_\_\_

Error Reference: \_\_\_\_\_

Errors Logged: \_\_\_\_\_ Log Location: \_\_\_\_\_

Passed: \_\_\_\_\_ Moved to Production: \_\_\_\_\_

Comments: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

C O N F I D E N T I A L

# Default Behaviors - 50% done > 0% done

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- Compromise sucks but 50% done > 0% done
- Incorporating others' feedback puts skin in the game





# Sparingly used “tactics” - Campaigning



- “Real politics” minus the backstabbing
- Uncomfortable

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Sparingly used  
“tactics” – Set the  
stage for a  
decision

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- Understand Where & Who
- Orgs are not a democracy
- Optimize decision settings for increasing success







# Sparingly used “tactics” – Highlight strengths

- More attention to strengths
- Weakness should be recognized, and effects mitigated
- Occasionally, it is ok to let others win

# Sparingly used “tactics” – Poll your audience

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- Who is with you and against you
- Not all votes are equal
- No “yes” = “no”



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# Sparingly used “tactics” – Solicit feedback to put skin in the game



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- Be flexible
- Incorporate others' feedback



# Sparingly used “tactics” – switch to winning side

- Recognize when to quit
- Remain relevant by switching to winning team

## Jerk things to avoid – Lack of transparency

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- Holding back information
- Temporary advantage
- Irreparable damage





## Jerk things to avoid – Talking behind back

- Avoid speaking negatively
- Private lives off limits
- Decline to participate



# Jerk things to avoid – Muzzling People

- Never pays off
- Builds resentment
- Causes rivalry





# Jerk things to avoid – Taking Undue Credit

- Taking credit is good
- Avoid claiming credit for marginal work
- Credit build allies

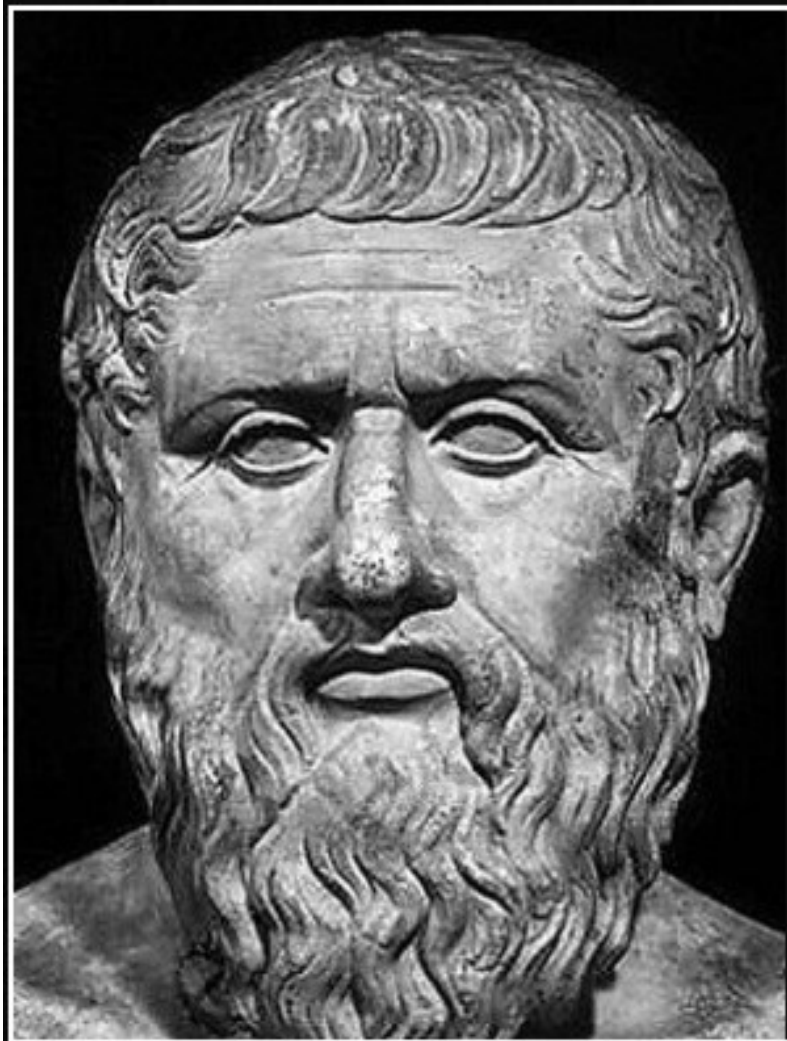




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## Jerk things to avoid – Sore Winner

- Hoarding information
- Speaking negatively or gossiping behind someone's back
- Muzzling others
- Taking undue credit
- Sore winner



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