Personal Assessment Results and Feedback for

Sample Student

ORGB 511
Leading in Dynamic Environments:
A Personal, Relational, and Strategic Approach

Full-Time MBA


DREXEL UNIVERSITY
LeBow
College of Business

Unit 3

Building & Leveraging Social Networks
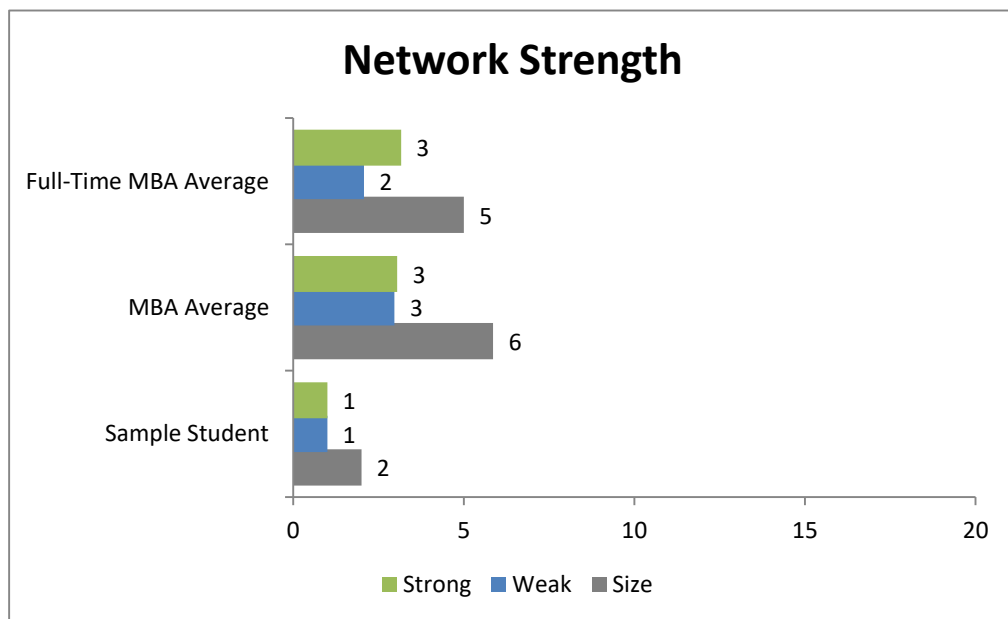
Network Size

The size of your network indicates the number of key individuals with whom you have developed a professional relationship. The pattern of relationships that you have with these individuals, and the overall pattern of relationships that you have with members of your network provide access to professional "goodwill" in the form of support, resources, advice, and forgiveness.

Network Size

Full-Time MBA Average	5
MBA Average	6
Sample Student	2

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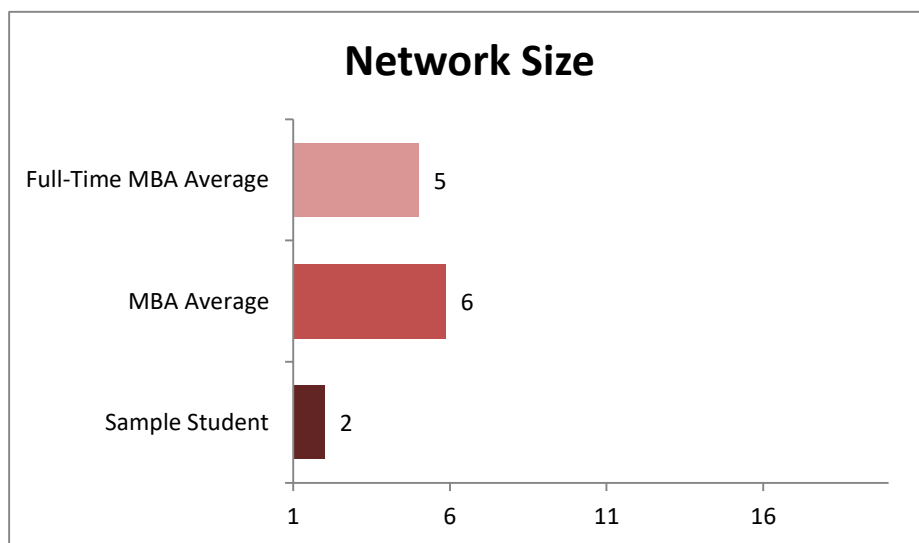
Strength of Ties

The frequency of contact and emotional intensity of the relationship that you form with other members of your network.

• Strong ties are formed with individuals that you have regular contact with, have a close, personal, and important relationship with, are characterized by some level of emotional intensity, and tend to be long lasting. These individuals are part of your close circle of trusted contacts.

• Weak ties are formed with individuals that you have infrequent contact with, know more distantly and in a more narrow aspect of your professional life, and have little emotional intensity in the relationship. Weak ties provide access to new and non-redundant information by helping you make connections to new groups of people.
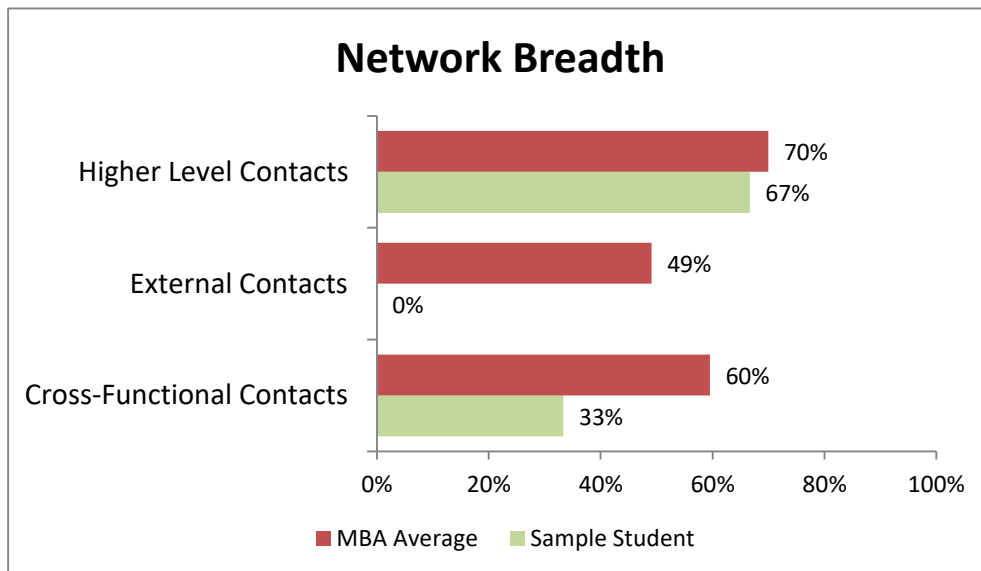
Network Strength

	Strong	Weak	Size
Full-Time MBA Average	3	2	5
MBA Average	3	3	6
Sample Student	1	1	2

Legend: Strong, Weak, Size

Network Breadth

The informational and functional diversity of members of your network. Greater network breath increases access to novel and non-redundant resources.
Components:
1. What percentage of your network contacts work in other functions?
2. What percentage of your network contacts work in other organizations?
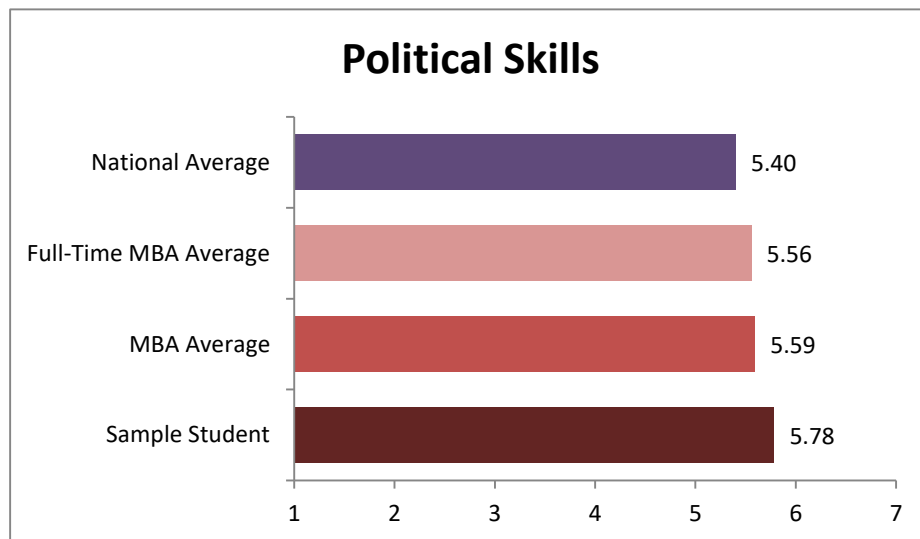3. What percentage of your network contacts hold higher-level positions?

Network Breadth

Contact Type	MBA Average	Sample Student
Higher Level Contacts	70%	67%
External Contacts	49%	0%
Cross-Functional Contacts	60%	33%

■ MBA Average   ■ Sample Student

Sample Student

Political Skills

The ability to effectively understand others at work, and to use such knowledge to influence others to act in ways that enhance one's personal and/or organizational objectives.

Sample items:
1. I spend a lot of time and effort at work networking with others.
2. It is easy for me to develop good rapport with most people.
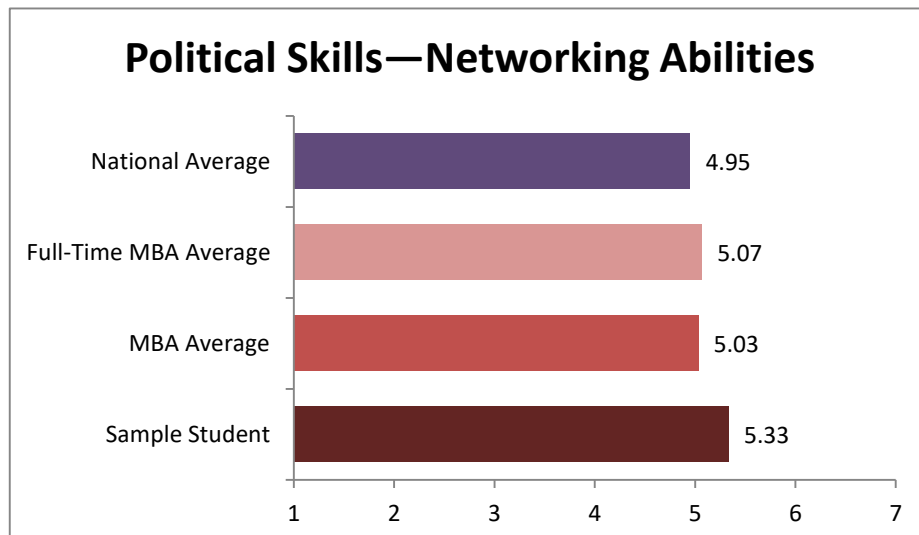3. I always seem to instinctively know the right thing to say or do to influence others.

Political Skills

Category	Value
National Average	5.40
Full-Time MBA Average	5.56
MBA Average	5.59
Sample Student	5.78

Political Skills—Networking Abilities

Investing time and effort to develop relationships with a diverse network of individuals. Leveraging these relationships to gain access to resources and opportunities, build alliances, and provide support to others.

Sample items:
1. I spend a lot of time and effort at work networking with others.
2. I have developed a large network of colleagues and associates at work whom I can call on for support when I really need to get things done.
3. I am good at using my connections and network to make things happen at work.
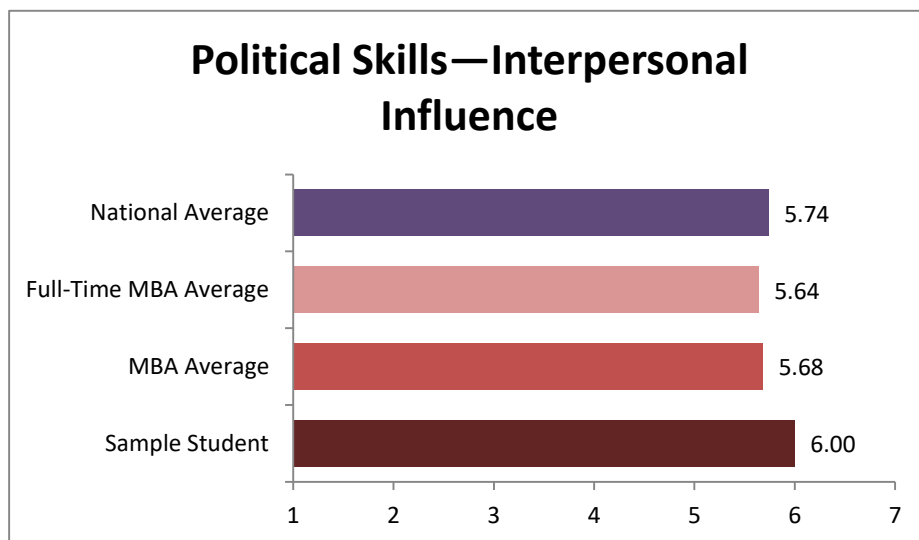
Political Skills—Networking Abilities

National Average	4.95
Full-Time MBA Average	5.07
MBA Average	5.03
Sample Student	5.33

(scale: 1 2 3 4 5 6 7)

Political Skills—Interpersonal Influence

Possessing a subtle and convincing personal style that has an influence on others.

Sample items:
1. I am able to make most people feel comfortable and at ease around me.
2. It is easy for me to develop a good rapport with most people.
3. I am good at getting people to like me.

Political Skills—Interpersonal Influence

Group	Score
National Average	5.74
Full-Time MBA Average	5.64
MBA Average	5.68
Sample Student	6.00

Political Skills—Social Astuteness

Being an astute observer of others to understand social situations and make accurate interpretations of others' behavior.

Sample items:
1. I am particularly good at sensing the motivations and hidden agendas of others.
2. I have good intuition or savvy about how to present myself to others.
3. I always seem to instinctively know the right things to say or do to influence others.
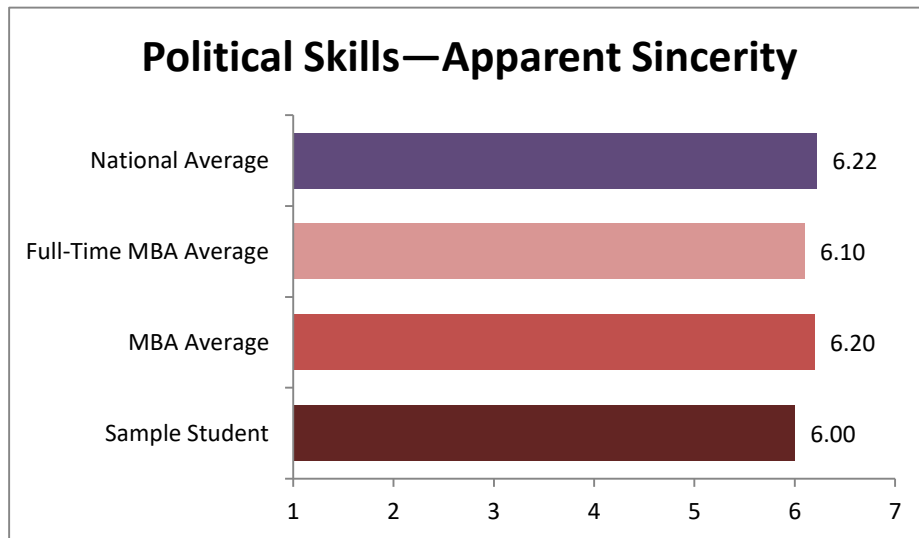
Political Skills—Social Astuteness

National Average	5.22
Full-Time MBA Average	5.42
MBA Average	5.45
Sample Student	5.80
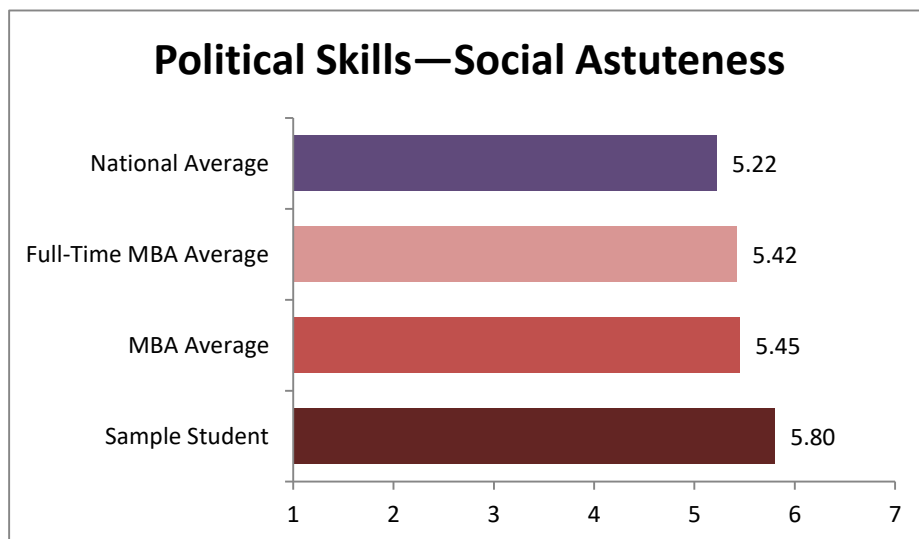
Political Skills—Apparent Sincerity

Portraying one's self to others in a manner that conveys authenticity, genuineness, and integrity.

Sample items:
1. When communicating with others, I try to be genuine in what I say and do.
2. It is important that people believe I am sincere in what I say and do.
3. I try to show a genuine interest in other people.

Political Skills—Apparent Sincerity

National Average	6.22
Full-Time MBA Average	6.10
MBA Average	6.20
Sample Student	6.00

1   2   3   4   5   6   7

"Building & Leveraging Social Networks" Reflection

A. Reflect on your scores. What did you learn about yourself? Do the scores fit your expectations? What surprises you?
B. What do they mean for you in your current role and for your future goals?
C. How can you leverage your strengths? What are your developmental areas and how can you develop these competencies?

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Sample Student