

Coercive power is the ability to influence someone's decision making by taking something away as punishment or threatening punishment if the person does not follow instructions. It can be a severe way to get staff members to follow along with a company plan, but it can be necessary in some cases.

Legitimate power is power you derive from your formal position or office held in the organization's hierarchy of authority. For example, the president of a corporation has certain powers because of the office he holds in the corporation.

Expert power is **power** based upon employees' perception that a manager or some other member of an organization has a high level of knowledge or a specialized set of skills that other employees or members of the organization do not possess.

Reward power is simply the power of a manager to give some type of reward to an employee as a means to influence the employee to act. Rewards can be tangible or intangible.

Referent power refers to the ability of a leader to influence a follower because of the follower's loyalty, respect, friendship, admiration, affection, or a desire to gain approval.