

Political Skill Inventory*

Considering the context of your work environment, use the 1 to 5 scale to rate how much you agree with each statement below.	1 - Strongly Disagree
	2 - Disagree
	3 - Neutral
	4 - Agree
	5 - Strongly Agree

Statement	Rating		
1. I understand people very well.	4		
2. I am particularly good at sensing the motivations and hidden agendas of others.	3		
3. I always seem to instinctively know the right things to say or do to influence others.	3		
4. I pay close attention to peoples' facial expressions.	4	SA	SA/5
5. I have good intuition or "savvy" about how to present myself to others.	3	13	2.6
6. I am able to make most people feel comfortable and at ease around me.	3		
7. I am able to communicate easily and effectively with others.	3		
8. It is easy for me to develop good rapport with most people.	4	II	II/4
9. I am good at getting people to like me.	3	13	3.25
10. I spend a lot of time and effort at work networking with others.	2		
11. I am good at building relationships with influential people at work.	2		
12. I have developed a large network of colleagues and associates at work who I can call on for support when I really need to get things done.	3		
13. I am good at using connections and my network to make things happen at work.	3		
14. At work, I know a lot of important people and am well connected.	2	NA	NA/6
15. I spend a lot of time and effort at work developing connections with others.	2	14	2.3
16. My behavior suggests it is important to me that people believe I am sincere in what I say and do.	4		
17. When communicating with others, I try to be genuine in what I say and do.	4	AS	AS/3
18. I try to show a genuine interest in other people.	4	12	4
Total	52		
Overall Score (total divided by 18)		2.88	

*See, Ferris, Davidson, and Perrewé. Political Skill at Work (2005).

Overall Political Skill Rating

- Total your ratings, then divide by 18.
- The closer your score is to 5, the stronger your general political skill competence.

Individual Dimensions of Political Skill

There are four equally-important dimensions of political skill. Individual dimension scores approaching 5 indicate higher competence in those areas.

<p><u>Social Astuteness</u> <i>Section 1 – blue</i> <i>Total, then divide by 5</i></p> <p>The Social Astuteness dimension measures how well you understand the motivations and agendas of others, and your aptitude at being able to effectively read situations and respond effectively.</p>	<p><u>Interpersonal Influence</u> <i>Section 2 – red</i> <i>Total, then divide by 4</i></p> <p>The Interpersonal Influence dimension considers how adept you are at making others feel at ease, as well as your perceived likeability and aptitude at building rapport.</p>
<p><u>Networking Ability</u> <i>Section 3 – green</i> <i>Total, then divide by 6</i></p> <p>The Networking Ability dimension examines your perceived ability to engage with, build, and effectively use informal and formal networks to advance your goals.</p>	<p><u>Apparent Sincerity</u> <i>Section 4 – orange</i> <i>Total, then divide by 3</i></p> <p>The Apparent Sincerity dimension assesses how genuine and sincere others perceive you to be, and how important it is to you that others view you as genuinely interested in them.</p>