

Influencing Without Authority



This activity is designed to help you learn how to influence others and gain consensus for your ideas and plans. By learning about the influencing without authority model, you will have an understanding of how to have impactful conversations that can lead to win-win outcomes. Before learning how to influence, you must first understand two key principles that underpin how influencing works.

Key Principles

The law of reciprocity

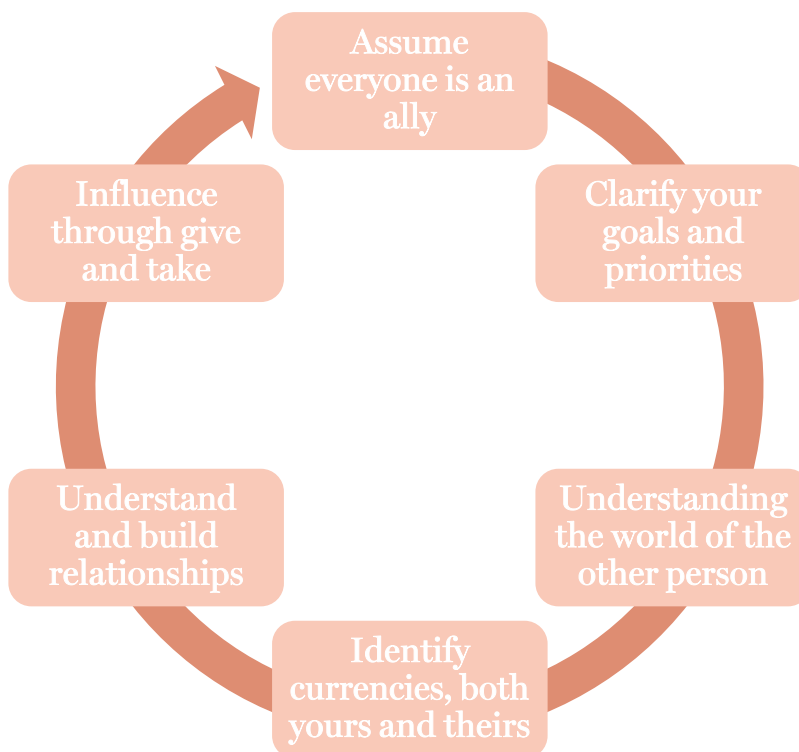
Reciprocity is a universal idea that people should receive the equivalent in return for what they offer. It is the principle that permeates all human relationships. For example, if you help someone with something, both you and the other person have an understanding that it is appropriate for them to help you in return.

The bargaining chip

The value of the bargaining chip is based on the perception of others. The same thing can be valued for different reasons and by different people. Thus, the first step to influencing others is always to try to understand what they value.

Now that you have an understanding of these principles, let's have a closer look at the influencing model.

The Influence Model



Turn over to learn more about each step of the influencing model:

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Step 1: Assume everyone is an ally

Seek to find out where there are overlapping interests and commonalities between yourself and the person you need to influence. What do you have in common?

Step 2: Clarify your goals and priorities

To persuade or influence others to your point of view, first you must know what your desire outcome is. These are the short term and long term objectives or goals you want to achieve, and the 'must haves' vs 'nice to haves'. What are your primary goals?

Step 3: Understand the world of the other person

This involves putting yourself in the other person shoes. Knowing their goals and aspirations means you can better provide an exchange that lends to co-operation. What are there goals and priorities?

Step 4: Identify currencies, both yours and theirs

Usually people care about more than just one thing. If you can work out several *currencies*, you will have a wider rang of possibilities to negotiate with. What can you provide to them, and what can they provide to you?

Step 5: Understand and build relationships

Take time to understand your relationship with the other person. Think about ways you can relate to one another. How can you make your relationship stronger?

Step 6: Influence through give and take

Establish strong relationships and be open to others requests. This will help you create a strong reputation and build credit over time. Know when it is time to fulfil your own goals and seek the support of others that you have earnt. How can you readily offer help to them and get help in return?

Reflections

Which influencing step seems the most difficult? Are there any steps that you already do?

How could active listening help you become a better influencer?

How will the influencing steps described above help you to have greater impact in conversations and relationships?
