

Style Strengths Finder

Purpose

To assess Political Style strengths to see if you identify more with the *Power of Ideas* or *Power of Person* style.

Directions

Check mark (✓) each item that describes you reasonably well. If it doesn't apply, leave it blank. For all *Six Dimensions*, eyeball your markings and then circle which side of the *Dimension* seems to fit you more. For some *Dimensions*, you may have to circle both sides, but try to choose one or the other.

Which style might you be? How far to the Right or Left are you?

Power of Ideas Style (Less Political)

SUBSTANCE POWER

- 1. Passion & Focus on Ideas and Results

FOCUS ON FEEDBACK & LEARNING

- 2. Genuinely Seeks Feedback
- 3. Treats Others' Mistakes Non-Punitively
- 4. Builds Feedback Rich Environments

HIGHLIGHTS INTEGRITY

- 5. Integrity and Unwavering Moral Compass
- 6. Team & Company Good Over Self Interest
- 7. Respects Proper Channels and Rules

MORE OPEN AGENDA

- 8. Open, Honest, and Up-Front
- 9. Trust and Good Faith in Others

MERITOCRACY-BASED DECISIONS

- 10. Believes Good Work Will Be Rewarded
- 11. Promotes Others For Work vs. Friendship
- 12. Avoids Distracting Political Maneuvering

RESULTS & IDEAS SPEAK

- 13. Humility & Soft Selling
- 14. Head Down, Does the Job

Power of Person Style (More Political)

POSITION POWER

- 1. Street-Smart About Power
- 2. Senses Reactions, Aligns with Power
- 3. Uses Position Power for Good

FOCUS ON IMAGE & PERCEPTIONS

- 4. Knows Others' Perceptions
- 5. Plans Strategy to Improve Reputation
- 6. Excels at Presenting and Packaging

HIGHLIGHTS SUCCESS

- 7. Can-Do Spirit: Seeks Achievement While Retaining Integrity
- 8. Willing to Compromise Ideas But Not Ethics
- 9. Knows How to Work the System of Formal and Informal Rules

MORE PRIVATE AGENDA

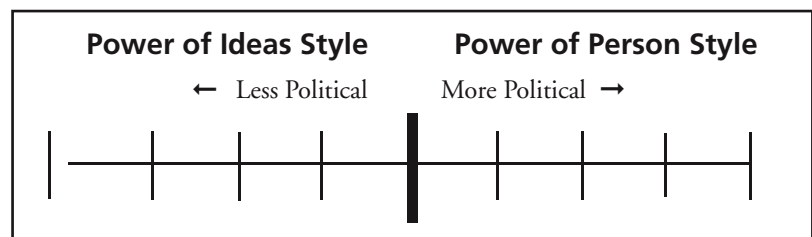
- 10. Strategic & Prudent with Agenda
- 11. Verbal Discipline vs. Naïvely Blunt

RELATIONSHIP-BASED DECISIONS

- 12. Loyalty and Strong Alliances Are Key to Efficiency and Effectiveness

SELF PROMOTION

- 13. Self Confidently Shares Strengths
- 14. Sells Ideas & Self with Boldness



■ Power of Person Risks (OP)

- Power Trips and Ego Trips
- Fall From Grace
- Pedestals Can Topple
- Blindly Obvious Behavior
- Cronyism
- Disaster Waiting to Happen
- Lack of Professional Growth

■ Power of Ideas Risks (UP)

- Under-estimated
- Insufficient Network
- Blind Spots About Image
- Lacks Verbal Discipline
- False Comfort & Easily Deceived
- Holier Than Thou
- Missed Opportunities

■ Organizational Savvy: A Wide Range

