**INFLUENCING STYLES – PUSH AND PULL QUESTIONNAIRE**

Acknowledgements: Mye-coach Ltd 2005

**Overview**

The purpose of this diagnostic tool is to enable individuals to assess their influencing skills and create awareness of two particular styles of influencing, Push and Pull. It will be useful for individuals who wish to identify their preferred influencing style and those who wish to develop their range of influencing styles. It requires completion and scoring of a questionnaire and personal reflection and analysis.

**Introduction**

This questionnaire is designed to help you assess your preferred influencing style. Reflect on each item and allocate points, on a scale of 0-4, that best represent how you generally behave when you are influencing others.

Use the following to allocate points:

0 means ‘I never do this’

1 means ‘I rarely do this’

2 means ‘I sometimes do this’

3 means ‘I often do this’

4 means ‘I always do this’

**Influencing Styles Questionnaire**

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|  | **Influencing Situation** | **Score** |
| 1 | I exert pressure in order to achieve my objectives |  |
| 2 | I get others to support my projects by offering to help them in some way. |  |
| 3 | I bring others to see the exciting possibilities in a situation. |  |
| 4 | I listen carefully when people express views which are different to mine. |  |
| 5 | I present strong arguments for proposals I favour. |  |
| 6 | I am quick to make my wishes and desires known to others. |  |
| 7 | I verbalise standards that I think others ought to meet. |  |
| 8 | I am open with information as opposed to secretive. |  |
| 9 | I make sure my optimism and enthusiasms are contagious. |  |

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| 10 | I smooth over disagreements i.e. pour oil on troubled waters. |  |
| 11 | I help others see the goals and values they have in common. |  |
| 12 | I tell people directly when they don’t meet my expectations and requirements. |  |
| 13 | I use the power of my position to get others to go along. |  |
| 14 | I hold to my position until others show willingness to compromise or make concessions. |  |
| 15 | I use praise selectively to get others to change or improve their performance. |  |
| 16 | My belief in others helps them to feel stronger and more confident. |  |
| 17 | I use humour or anecdotes effectively to help make a point. |  |
| 18 | I put forward proposals and suggestions that I feel have merit even if they are unpopular. |  |
| 19 | I am open about my motives and intentions. |  |
| 20 | I work with others to help get the best solution to the problems. |  |
| 21 | I am prepared to make a fuss to get things done. |  |
| 22 | I use rational argument to make my points. |  |
| 23 | I help other people to solve their own problems. |  |
| 24 | I have a clear code of principles that I communicate to others. |  |
| 25 | I am able to communicate what needs to be done to create a better future. |  |
| 26 | I check my understanding of what others have said. |  |

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| 27 | I defuse conflict situations by the use of humour or an appropriate change of subject. |  |
| 28 | I challenge ideas or suggestions I disagree with or have questions about. |  |
| 29 | I exchange favours in order to get things accomplished. |  |
| 30 | I present my ideas with vigour. |  |
| 31 | I exert pressure on people in order to achieve my objectives. |  |
| 32 | I take steps to acquire formal authority to enable me to implement my plans. |  |
| 33 | I take great care to educate others so that they can understand what I am thinking. |  |
| 34 | I bargain to get what I want. |  |
| 35 | I strive to inspire people by the way I present ideas. |  |
| 36 | If individuals are not participating I go out of my way to involve them. |  |
| 37 | I am quick to state my wishes to others. |  |
| 38 | I use my personality and charm to advantage. |  |
| 39 | I try to find common ground with others. |  |
| 40 | I work steadily to build trust into relationships to enable effective joint working. |  |

**Now go to the answer grid to score and interpret your responses.**