

Types of Power

To have power and impact as a manager and leader, each of us must develop our power across many types of interactions and communication. If we use our power well, we increase our impact, leadership, and presence in difficult situations. People feel our power in the arenas where we use it in a balanced, appropriate way, and the most powerful leaders use many types of power.

POSITION: The power that comes with title, authority and position

EXPERTISE: The power that comes from being skillful, knowledgeable and competent

INSIGHT: The power that comes with understanding the culture and environment, having access to politically sensitive information, and knowing “how to get things done” and “who’s who” in the organization

RELATIONSHIP: The power that comes with mutual involvement, interdependency and strong business relationships

INSPIRATION: The power that comes from personal attraction and charisma, positive energy, good communication skills, plus character that earns respect

HOLDING: The power that comes from the ability to “stay balanced,” demonstrate courage, and have endurance throughout times of stress, pressure and change

- *Which types of power are your strong suits?*
- *Which types of power could be strengthened to increase your executive presence and leadership impact?*

