

Influencers

Instructions: Below are different types of power a leader can use with an employee. These different types of power can bring up different feelings, motivations, and levels of engagement. I am interested in knowing how each type of power may be experienced by different people.

Listed next to each power type is its definition and an essential expression associated with each power type.

In 2-3 words, please fill in the “Impact-How would you feel?” column for each power type.

Power Type	Definition	Essential Expression	Impact – How would you feel?
Legitimate	The perceived right to power because of position.	“Because I am your boss.”	
Reward	Control to give or withhold monetary or non-monetary items of value.	“A bonus will be awarded, if...”	
Coercive	Ability to penalize others if they do not adhere to requests	“I will fire you if you don’t.”	
Knowledge	The expertise of an individual	“She is the go-to person for that question.”	
Informational	Influencer’s ability to use rationale to change another’s beliefs or behaviors	“This approach will address your priorities more efficiently.”	
Referential	The degree to which a follower can personality identify with a leader	“I understand where you’re coming from and appreciate your perspective.”	