





STATEMENT	Y = Yes N = No
1. I tend to use the same tried and tested tactics to convince employees to work safely.	
2. I rarely fully grasp the facts and figures to back up my position when I speak to company leaders.	
3. I lose my confidence when people question my direction or if someone disagrees.	
4. Asking for input when solving a problem dilutes my influence and makes me look weak.	
5. When talking with an employee about unsafe behavior, I am for the head rather than the heart.	
6. When pitching my ideas, I integrate gossip about others to gain support.	
7. When trying to sell an idea, I downplay the potential negative consequences and focus on my approach's positive outcomes.	
8. People tend to question my decisions.	
9. I prefer to manipulate the situation to influence people.	
10. I prefer to "think on my feet" vs. using a logical and structured approach.	
11. I find it much easier to influence my leadership team rather than the workforce.	
12. I focus on the negative consequences when trying to influence someone.	
13. It's important to give direction even if you are unsure of which way to go.	
14. The most effective way to influence is to demonstrate your positional authority.	
Add the total number of "N" answers.	TOTAL

WHAT IS YOUR LEVEL OF INFLUENCE

For each statement below, place a "Y" if your answer is YES or an "N" if the answer is NO.

Then count the total of "N"s.

This number will determine your level of influence

9-14 Really?? You are either JOHN MAXWELL or an **ARROGANT.....So-and-So**

7-8 WELL DONE! You can influence others by using multiple methods!

4-6 Good. You can influence but you need to review your answers and identify where you need to improve

3-0 Well....., you probably need to spend a lot of money on your personal growth

AGENDA

- 1** | **3 Outcomes of Influence**
A leader promotes or sells their ideas or the ideas of those they represent.
- 2** | **3 Tactics to Achieve Influence**
Before one can influence another, there must be a strong relationship.
- 3** | **7 Attributes of an Effective Influencer**
Influencing others requires exhibiting a diverse set of ATTRIBUTES.



Think of influence as.....


3 + 3 + 7 OUTCOMES OF INFLUENCE

The position of a leader in an organization and the power it gives are not enough to motivate or inspire people


Commitment	Compliance	Resistance
<p>Safety Professionals with developed influencing skills can achieve buy-in, change thoughts, and, ultimately, change in employee behavior.</p> <p>Influencing then results in commitment, which means voluntary support.</p>	<p>If your influence is less effective, people become compliant. Their attitude and mindset do not change.</p> <p>Consent can lead to higher productivity for well-defined tasks..... but does not unleash the worker's full potential of engagement and creativity.</p>	<p>If the influencing is not effective, the result is resistance, either by</p> <ul style="list-style-type: none"> • Obstructing or sabotaging, • By asking a higher level to overrule • Attempting to persuade to change the idea • looking for excuses • false compliance (pretending)

3 + 3 + 7 OUTCOMES OF INFLUENCE


If the relationship is strong enough to create trust, leaders can influence it by applying 3 tactics.



HEAD (logic)
influencing tactics address people in a rational or intellectual way. Arguments and information such as facts and figures are brought forward in the best interest of the organization, the team, or the person.



HANDS (cooperative)
influencing tactics connect the communication or decision to a person's feelings of well-being or sense of belonging. The leader appeals to attitudes, values, a common purpose, ideals, and beliefs through inspiration or enthusiasm.




HEART (emotion)
influencing tactics involve seeking advice and offering assistance. The leader reinforces the connection that they have with the others. Collaborating to accomplish a mutually important goal by extending a hand to others.

3 + 3 + 7 7 ATTRIBUTES OF AN INFLUENCER

Effectively engaging the Head, the Heart, and the Hands across the many people and situations requires exhibiting a diverse set of ATTRIBUTES

1 CHARACTER <small>What is and how does it affect our ability to lead?</small>	2 ATTITUDE <small>Attitude is more important than anything else</small>	3 VISIBILITY <small>Influencers stand out and get noticed by others while staying authentic</small>
4 TRUST <small>People must believe in the influencer and their leadership.</small>	5 COMMUNICATE <small>Keeping it SIMPLE briefly helps to get the message across and have impact</small>	6 INSPIRE <small>People will be influenced by leaders who inspire and motivate</small>
7 HUMILITY <small>Humility is a must in leadership</small>		

1 CHARACTER




Who you are determines if people will follow

If people follow, you can influence them

CHARACTER is who you are.....

If you have influence, then you can lead

1 CHARACTER CHARACTER is who you are.....




"Reputation is the shadow, but CHARACTER is the tree"



Attitudes

2 ATTITUDE Have the right attitude and everything else can be taught
Attitude.....It's the foundation that determines our ability to influence others




Chuck Swindoll
 "Life is 10% of what happens and 90% of how we react."

Tone
 YOUR attitude sets the tone for how you react to different situations

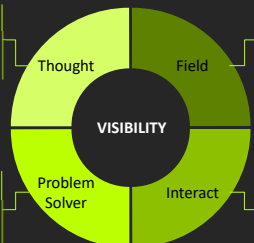
Albert Einstein
 "Weakness of attitude becomes weakness of character."

Winston Churchill
 "Attitude is a little thing that makes a big difference."

ATTITUDE



3 VISIBILITY Visible influencers stand out and get noticed by others while staying authentic



Thought Leader
 When you consistently show up and provide valuable, realistic knowledge, and insights, people will reach out to you for questions and direction

Field Presence
 Everything happens where the work is being performed.

Be a Problem Solver
 Don't just identify problems, become a problem solver

Interact with Workforce
 The more people see and interact with you, the more comfortable they become.



TRUST
What words describe how you build trust

4 TRUST People must believe in the influencer and their leadership.



Steven Covey
"Trust is the glue of life. It's the most essential ingredient in effective communication."



Pocket Change
Every good decision puts change in your pocket.
Every poor decision takes change out of your pocket.



John Maxwell
"Character makes trust possible, and trust is the foundation of leadership."

A leader can't be a leader if there is no trust, because trust leads to influence

4 TRUST How to Build Trust

Competency	<ul style="list-style-type: none"> • Show up every day • Keep getting better • Follow through with excellence • Exceed Expectations
Connection	<ul style="list-style-type: none"> • Build relationships • Focus on others • Communicate clearly and effectively
Character	<ul style="list-style-type: none"> • Do what you say • Be accountable – NO EXCUSES! • Intent = Action! • Have integrity in everything you do

5 COMMUNICATION Everyone you respect as a leader can communicate effectively



Know Who
Leaders tell people what's important for them to know, even if it's negative and they communicate expectations



Be Honest and Factual
People who are influential leaders are honest in their communication. They don't stretch or exaggerate the circumstances.



Evaluate Body Language
Influential Leaders are Great constantly tracking people's reactions to their message. You must recognize the changes in body language including facial expressions, body stances, etc.



Be Who You Are
Don't be someone you're not! People will find out the real you. Position or prestige doesn't change who you are.

5 COMMUNICATION Everyone you respect as a leader can communicate effectively



Speak with Authority
If you believe it, then say it!!! Don't use words that you can't say or don't know the meaning of.



Ask for Feedback
Influential leaders are always looking for ways to improve their communication and interaction. They are not afraid to ask how they can become better and more effective.



Use your ears more than your mouth
Influential leaders realize that listening is far more than hearing. They understand that we listen not to reply, but to understand.



Be Proactive
Influential Leaders are proactive in responding situations and rumors by being open and transparent in their communications.

6 INSPIRE People will be influenced by leaders who inspire and motivate



INSPIRE

- Be enthusiastic
- Use active language
- Don't need a high-level position
- Be passionate



MOTIVATE

- Be engaged
- Recognize people for working safely
- Celebrate!
- Be positive in your interactions
- Be transparent

7 HUMILITY Humility is a **must** in leadership

- Are Confident and Comfortable**
Feel no need to draw attention to themselves or their status. Humble leaders are not focused on showing off their strengths. They're comfortable and content letting their work speak for itself.
- Self-Evaluate**
Because they know what they don't know.
- Inspire Others**
They celebrate the successes of others and do not take that success as a threat.
- Allow Others to Shine**
They work to ensure others are recognized for their accomplishments.

7 Humility is a **must** in leadership


- John Wooden**
"Talent is God-given. Be humble. Fame is man-given. Be thankful. Conceit is self-given. Be careful."
- C.S. Lewis**
"Humility is not thinking less of yourself; it's thinking of yourself less."



Which Words Indicate Influence?


Your Position of Authority

- You influence through action, not your position.
- Typically place rights over responsibilities
- People leave those who use their position of authority




Punishment/Force

- Does not change behavior over the long term
- Arouses strong emotions
- Leads to more



2 TACTICS TO DECREASE YOUR INFLUENCE

STORY



CONCLUSION

You must learn to influence like salt in the background, without being obvious or noticeable.

THANK YOU!



COACHING - LEADERSHIP & TEAM DEVELOPMENT - CAREER ADVANCEMENT

LEADER INFLUENCE

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Feedback Survey



Your feedback is important to me!
