

# UNDERSTANDING POWER, INFLUENCE, AND LEADERSHIP

## Seven Types of Power

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1. **Coercive Power:** The most ineffective type of power, this person leads with threat and force. NOT RECOMMENDED.
2. **Legitimate Power:** When a person in a higher position has control over people in lower positions. It is *essential* not to abuse this power. If people perceive a leader is abusing authority, defensiveness can often rise.
3. **Expert Power:** The perception that one possesses superior skills or knowledge. In order to keep this status and influence, experts need to continue learning and improving.
4. **Informational Power:** A short-term power that doesn't necessarily influence credibility, this person simply possesses important information. It's hard to keep this power for long, and eventually the information will be released. Consequently, this isn't an effective long-term strategy.
5. **Connection Power:** Sometimes labeled as "office politics, or organizational politics," this power is essentially about social networking and comes about when a person has influence because of a relationship with a powerful person.
6. **Reward Power:** Often very influential, this power often speaks to people's financial livelihood, taking place when a person motivates others by offering rewards such as raises, promotions, or formal recognition.
7. **Referent Power:** People with charisma, integrity, and other positive qualities have referent power, for it is the ability to convey a sense of personal acceptance or approval. It can be fostered through positive affirmations, building strong relationships, and having a strong character. It is the *most valuable* type of power and helps to create loyalty, trust, and cooperation. People with a high degree of referent power can highly influence anyone who admires and respects them.

## Your Challenge

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Investigate and eliminate traces of coercive power or abused legitimate power. Bad traces of power can be toxic to your workplace. Promote positive powers instead, like referent power.

## Other Titles to Consider

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*An Introduction to Effective Leadership*, Pryor Learning Solutions 2015

*What Every Leader Needs*, Pryor Learning Solutions 2015

*Leaders Working with Leaders: Building Your Team*, Pryor Learning Solutions 2015

*What Makes a Leader?*, Pryor Learning Solutions 2015

*The Power of a Leadership Checklist*, Pryor Learning Solutions 2015