

OPENING EXERCISE:

Team Insight: How Much Power Do You Have in Your Group?

Instructions: Thinking of your role within a group, use the following scale to respond to the following statements. Mark the corresponding number on the line beside each statement:

1 = Strongly Disagree

2 = Disagree

3 = Slightly Disagree

4 = Neither Agree nor Disagree

5 = Slightly Agree

6 = Agree

7 = Strongly Agree

_____ 1. I am one of the more vocal members of the group.

_____ 2. People in our group listen to what I have to say.

_____ 3. I often volunteer to lead the group.

_____ 4. I am able to influence group decisions.

_____ 5. I often find myself "center stage" in group activities and discussions.

_____ 6. Members of the group seek me out for advice.

_____ 7. I take the initiative in the group for my ideas and contributions.

_____ 8. I receive recognition in the group for my ideas and contributions.

_____ 9. I would rather lead the group than be a participant.

_____ 10. My opinion is held in high regard by group members.

_____ 11. I volunteer my thoughts and ideas without hesitation.

_____ 12. My ideas often are implemented.

_____ 13. I ask questions in meetings just to have something to say.

_____ 14. Group members often ask for my opinions and input.

_____ 15. I often play the role of scribe, secretary, or note taker during meetings.

_____ 16. Group members usually consult me about important matters before they make a decision.

_____ 17. I clown (tease, joke, etc) around with other group members.

_____ 18. I have noticed that group members often look at me, even when not talking directly to me.

_____ 19. I jump right into whatever conflict the group members are dealing with.

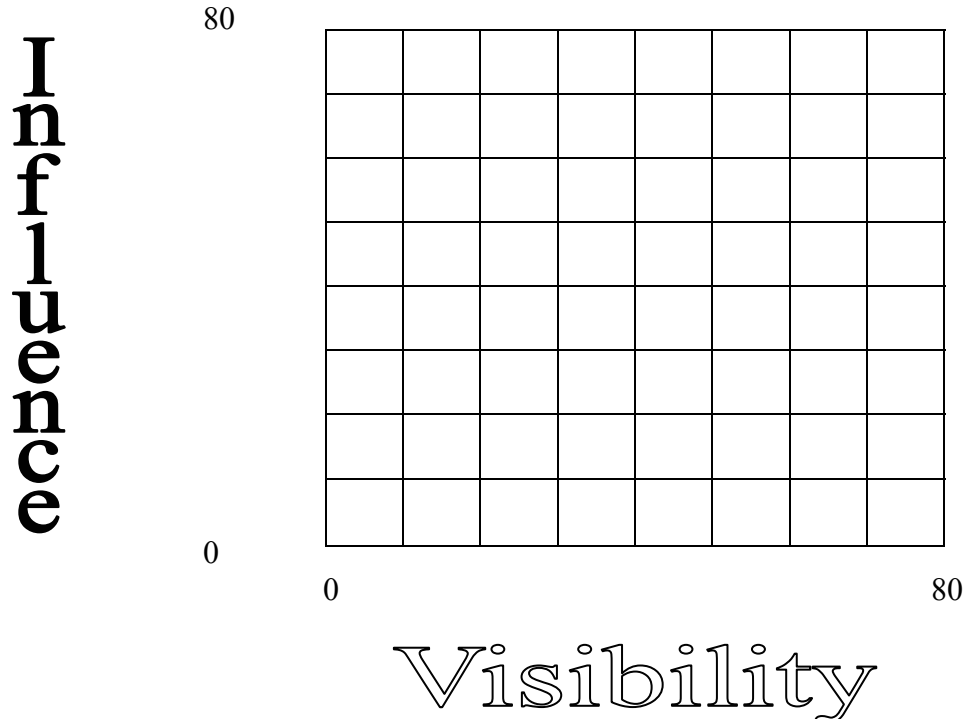
_____ 20. I am very influential in the group.

SCORING: Please place your numerical response for each statement in the appropriate place ... then add all the numbers in each column for a total score (per column).

VISIBILITY			INFLUENCE	
Item	Your Score		Item	Your Score
1			2	
3			4	
5			6	
7			8	
9			10	
11			12	
13			14	
15			16	
17			18	
19			20	
Total			Total	

Total Score for VISIBILITY: _____

Total Score for INFLUENCE: _____



Interpretation of the Model (by quadrant)

- I (High visibility/ High influence): Group members in this quadrant exhibit behaviors that bring high visibility and allow them to exert influence on others. In organizations, these people may be “moving up” or on the “fast track.”
- II (High visibility/ Low influence): Group members in quadrant are highly visible but have little real influence. This condition could reflect their personal characteristics but could also indicate that formal power resides elsewhere in the organization. Often these individuals may hold staff (support) positions that provide them with visibility but lack the “clout” to get things done.
- III (Low visibility/ Low influence): Group members in quadrant, for whatever reason (e.g. interpersonal, structural), are neither seen nor heard. Members should seek assistance in developing supervisory skills.
- IV (Low visibility/ High influence): Group members in this quadrant are “behind the scenes” influencers. These individuals often are opinion leaders who wield influence but are content to stay out of the limelight.

SOURCE: Hellriegel, D., Slocum, J., & Woodman, R., (1998) *Organizational Behavior, Eighth Edition*, South-Western College Publishing, Cincinnati.