

# Competency Framework

## Influencing Skills

Level	General Meaning	Influencing Skills is having the ability to get people to do something, to go along with, or support one's own agenda, without relying on formal authority. The 7 essential qualities of Influencing Skills are: (A) Understanding influencing styles, (B) Adapting their style appropriately, (C) Positive & assertive personal impact, (D) Achieving outcomes beneficial to the majority, (E) Understanding others' perspectives, (F) Providing clarity in ambiguous situations, and (G) Information gathering within a large & diverse network.
4	Fully delivering	<p><b>7 of the essential qualities are being demonstrated regularly</b></p> <p>The Learner is able to demonstrate that 7 of the essential qualities of Influencing Skills are happening regularly. For example, the Learner (F) asks the right questions to achieve clarity, and (G) networks effectively to find out information that is useful.</p>
3	High level of delivery	<p><b>5 of the essential qualities are being demonstrated regularly</b></p> <p>The Learner is able to demonstrate that 5 of the essential qualities of Influencing Skills are happening regularly. For example, the Learner (D) works towards delivering group outcomes before individual outcomes, and (E) puts themselves in the other person's shoes to understand the why.</p>
2	Some delivery	<p><b>3 of the essential qualities being demonstrated regularly</b></p> <p>The Learner is able to demonstrate that 3 of the essential qualities of Influencing Skills are happening regularly. For example, the Learner (B) understand their style &amp; how they can adapt it to be more effective in certain situations, and (C) how to increase their personal impact.</p>
1	Early stages of delivering	<p><b>Some essential qualities being demonstrated irregularly</b></p> <p>The Learner is able to demonstrate that some of the essential qualities of Influencing Skills are happening, but irregularly. For example, the Learner (A) understands the 5 different main types of influencing styles.</p>
0	Not delivering	<p><b>Influences on a basic level achieving a little</b></p> <p>No essential qualities of Influencing Skills are being demonstrated: (A) Understanding influencing styles, (B) Adapting their style appropriately, (C) Positive &amp; assertive personal impact, (D) Achieving outcomes beneficial to the majority, (E) Understanding others' perspectives, (F) Providing clarity in ambiguous situations, and (G) Information gathering within a large and diverse network.</p>

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