



POLITICAL SKILL ASSESSMENT

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Instructions

This assessment will help you to measure your own political skill. There are a total of fifteen questions that represent three different categories: strategic networking, promotion, and political savvy.

1. **Answer all the questions and rate yourself based what best describes you.**

Use on these guidelines:

- (1) Never or almost never true
- (2) Seldom true
- (3) Sometimes true
- (4) Often true
- (5) Almost always true

2. **Once you complete all the questions, add up your score for each of the three categories.**

Questions

	Never or almost never true	Seldom true	Sometimes true	Often true	Almost always true
1. I spend dedicated time at work each week networking with others.....	1	2	3	4	5
2. I know my value proposition and can comfortably talk about my accomplishments.....	1	2	3	4	5
3. I understand the way decisions are made in my organization.	1	2	3	4	5
4. I network to build allies and champions across the organization.....	1	2	3	4	5
5. I have a good rapport with most people.	1	2	3	4	5
6. I communicate effectively with people at all levels of the organization.....	1	2	3	4	5
7. I have strong relationships with decision makers and influencers in the organization.....	1	2	3	4	5
8. I have identified my power network: who I know and who I need to know to achieve my goals.....	1	2	3	4	5
9. I call on my network contacts to help me get things done and open doors for my advancement.	1	2	3	4	5
10. I am well known across the organization as a top performer.....	1	2	3	4	5

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Questions *(continued)*

	Never or almost never true	Seldom true	Sometimes true	Often true	Almost always true
11. I have or have identified a potential mentor/sponsor.....	1	2	3	4	5
12. I readily promote the accomplishments of my team.....	1	2	3	4	5
13. I pay close attention to what type of behavior and communication is rewarded.....	1	2	3	4	5
14. I have communicated my career aspirations to my boss and my network.....	1	2	3	4	5
15. I am tuned into the motivations and intentions of others....	1	2	3	4	5

Assessment Scorecard

Category 1: Strategic Networking		Category 2: Promotion/Personal Influence		Category 3: Political Savvy	
Questions	Score	Questions	Score	Questions	Score
1.	_____	2.	_____	3.	_____
4.	_____	5.	_____	6.	_____
7.	_____	10.	_____	8.	_____
9.	_____	12.	_____	13.	_____
11.	_____	14.	_____	15.	_____
Total:	_____	Total:	_____	Total:	_____

Scoring

A high level of competence in a category would be 20 to 25.

A medium level of competence would be 15 to 19 and a low level would be below 15.

Networking

If you scored high in strategic networking, you are well on your way to moving your career forward. You have identified the key stakeholders and influencers and you are actively networking.

A moderate level of competency in this area might indicate a lack of understanding of who holds the power and influence over your career or a lack of commitment to reach out to these contacts.

A low score in networking most likely means you are still focused on doing the work and not paying attention to the relational skills you need to succeed.

Self-Promotion/Personal Influence

If you scored high in this category, you understand your value proposition and are actively and intentionally promoting yourself and your team across the organization. You have a great reputation for solid performance. You are good at establishing rapport and building relationships of trust and using your personal influence.

A moderately high score might indicate the need for you to better understand how you contribute to the organization. It might also be reflective of your hesitancy to talk about your achievements.

A low score in this area means that you are most likely too focused on doing the work and believe that your work will speak for itself.

Political Savvy

A high score in this category means you are tuned into the way decisions are made and who holds the power and influence. You are actively building relationships of allies and champions and possible mentors/sponsors.

A moderate score in this area means that you are probably aware of the politics but not actively engaged; not tuned into what motivates and interests other people. You are cognizant of how certain behaviors are rewarded.

A low score indicates a lack of awareness and engagement. There is a high probability of being blindsided by the politics.