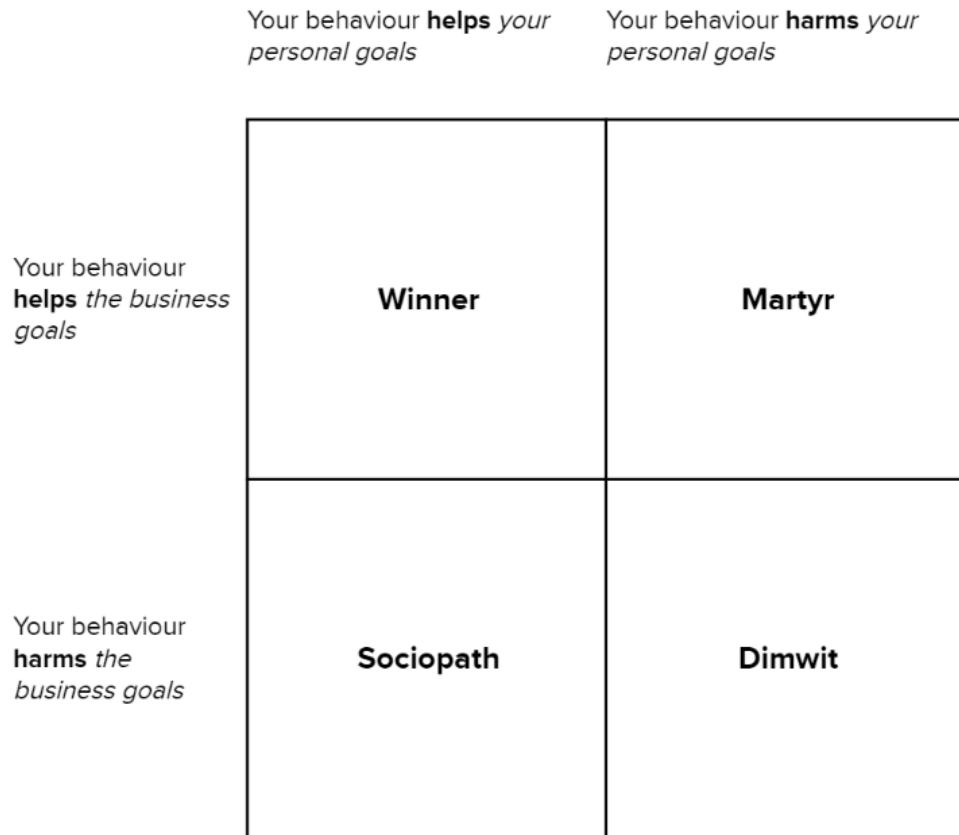


# Exercise 2: The Four Types of Political Player



## INSTRUCTIONS

Please consider the three fictional personas below and plot them onto the *Four Types of Political Player* quadrant:

### Persona 1 - Lucinda, Age 38 – Personal Assistant

Lucinda is an excellent PA but a people pleaser by nature which is starting to impact her career and reputation. She regularly cancels her annual leave and training plans when she feels that she is needed at work. How could we plot her on the grid?

### Persona 2 – Tim, Age 45 – Business Change Manager

Tim is politically savvy and aims to make an excellent impression through the delivery of quick impactful changes when he joins an organisation. Tim always starts off well and impresses his employers but becomes complacent and bored over time. How could we plot Tim on the grid?

### Persona 3 - Sarah, Age 27 – Apprentice Business Analyst

Stakeholders have fed back that Sarah is a confident person and a sterling analyst, although she has been missing deadlines recently. On questioning Sarah, it is apparent that she has been prioritising studies over her work. How could we plot Sarah on the grid?

## The Four Types of Political Player (Marie G. McIntyre, 2005, Secrets to Winning at Office Politics)

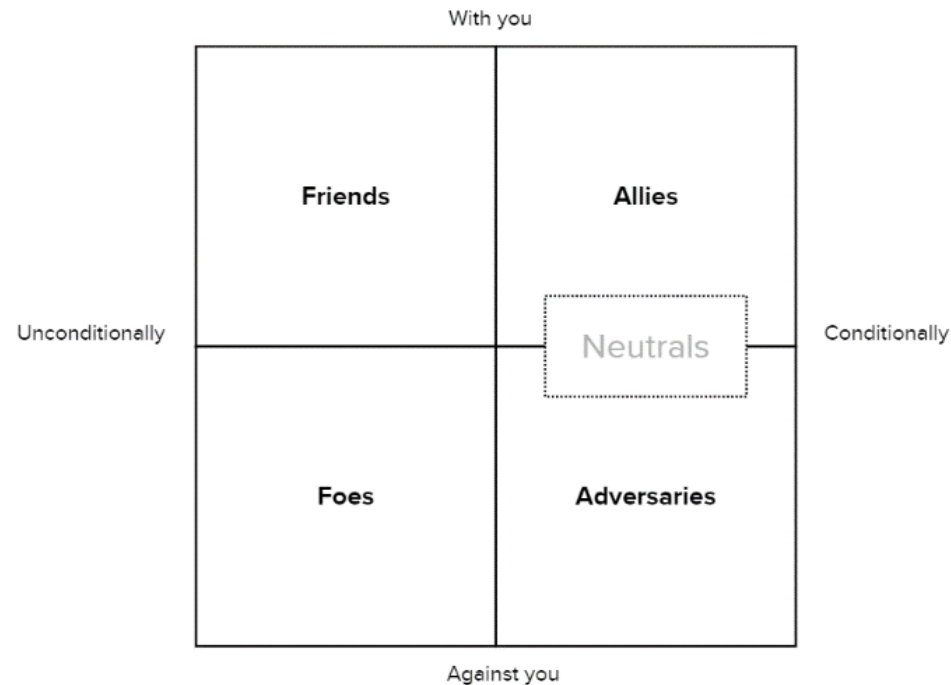
**Winner** – The optimum political player, likely to come out on top over the long term. Their behaviour helps them achieve their goals in a way that the organisation benefits too.

**Sociopath** – Can do quite well out of their behaviour and may look like they are on the path to success. May cause fear and contempt and be seen as untouchable for a long time until the impact of their actions catches up with them.

**Martyr** – Committed staff who are hugely dedicated to their organisation. However, behaviour taken to this extreme often comes at a significant personal cost as they are ignoring what matters to them personally.

**Dimwit** – People who behave in a way that is both self-destructive and damaging to the team or organisation. The least effective political player with no upside to their actions.

# Exercise 3: Understanding Relationship Types



## INSTRUCTIONS

With your group:

- 1) Think about a difficult situation at work and the relationships with stakeholders involved. This can be a personal situation or one that relates to one of your team members. Plot the stakeholders onto the appropriate position on the Relationship Types quadrant.
- 2) Identify **3 actions** that can be taken to improve the situation where a **Foe** or **Adversary** relationship is apparent.

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**Relationship types** (Jocelyn Davis, 2016, The Greats on Leadership)

**Friends** – are the people who are unconditionally with you, on your side, no matter what.

**Foes** – are those who are unconditionally against you, irrespective of what you do, or will ever do.

**Allies & Adversaries** – support you, or don't support you conditionally, depending on whether it suits them or their interests. If adversaries' conditions can be met, they can be converted to allies. If allies' conditions are not met, they can become *neutrals* or *adversaries*. Where resistance is conditional, it is in your power to meet the conditions and get these political players on your side.

# A formula for managing politics at work?

