

Interpersonal Influence Inventory

Overview

From resolving misunderstandings to negotiating deals and leading teams, influence is a part of daily work life. Whether or not people are aware of it, the way they choose to influence can affect relationships and performance.

Self-assessments can help individuals determine the style they are currently using, and how it can be improved. Based on an assertive behavior model, the *Interpersonal Influence Inventory (III)* is an eye-opening learning instrument that reveals a preference for one of four dominant styles:

- *Openly Aggressive Behavior*
- *Concealed Aggressive Behavior*
- *Passive Behavior*
- *Assertive Behavior*

An HRDQ bestseller for more than 20 years, the *III* is the combination self-assessment and training workshop that has helped thousands of people identify their personal influence style, learn how they “come across” to others, and work toward becoming more effective communicators.

Learning Outcomes

- Discover a preference for one of four personal influence styles
- Learn why assertive behavior always yields positive results
- Understand how other influence styles can strain communication
- Identify the behavioral cues that signal each style

Product Type

Self-assessment, available in print and online formats

Audience

Employees at all levels

Measures

Preference for one of four personal influence styles

Time Required

Administration:
20 minutes
Interpretation: 1 hour
Workshop: 2.5 hours

How it Works

The *Interpersonal Influence Inventory* evaluates current behavior, not as it once was or as the individual would like it to be. Individuals respond to 40 statements, choosing one of five options that they believe is most characteristic of their behavior. The assessment reveals scores in each of the four personal influence styles as well as a dominant style.

Uses and Applications

The *III* is excellent as a stand-alone learning instrument or part of a more comprehensive training program. The assessment is effective as a:

- Tool to develop assertiveness skills.
- Centerpiece of a communication workshop.
- Component of a leadership development program.
- Diagnostic tool for one-on-one coaching.

Product Components

Facilitator Set

One per trainer. Includes *III* Facilitator Guide, facilitator support materials, PowerPoint presentation, and sample participant materials.

Print Self-Assessment

One per individual or participant. Includes the 40-item inventory with pressure-sensitive scoring, interpretive information, and action planning. Quantity discounts available.

Online Self-Assessment

One per individual or participant. Includes a personalized report with assessment results, interpretive information, and action planning. Quantity discounts available.

