

Tapping into Your Introverted Strengths



Quiet Influence Quiz

Circle your responses to the 18 questions below.

	1	2	3	4	5
1. I take time to be quiet each day.	Never	Rarely	Sometimes	Often	Almost Always
2. I effectively tune out distractions.	Never	Rarely	Sometimes	Often	Almost Always
3. I use my quiet time to engage in self-reflection and planning.	Never	Rarely	Sometimes	Often	Almost Always
4. I develop clear plans to achieve my influencing goals.	Never	Rarely	Sometimes	Often	Almost Always
5. I conduct research as preparation for influencing.	Never	Rarely	Sometimes	Often	Almost Always
6. I adapt my plans to respond to changing conditions and responses.	Never	Rarely	Sometimes	Often	Almost Always
7. When listening, I act as a sounding board for others.	Never	Rarely	Sometimes	Often	Almost Always
8. I tune into another's voice and body language to understand their message at a deeper level.	Never	Rarely	Sometimes	Often	Almost Always
9. I ask focused questions that help people to move forward.	Never	Rarely	Sometimes	Often	Almost Always
10. I use conversations as a vehicle to problem solve with others.	Never	Rarely	Sometimes	Often	Almost Always
11. I share relevant personal information during conversations.	Never	Rarely	Sometimes	Often	Almost Always
12. I make an effort to schedule one-on-one conversations, whether face-to-face or by phone.	Never	Rarely	Sometimes	Often	Almost Always
13. I consider the receivers' preferred communication style when writing to them.	Never	Rarely	Sometimes	Often	Almost Always
14. I put effort into my writing when communicating my position.	Never	Rarely	Sometimes	Often	Almost Always
15. I pay attention to details like grammar, spelling and punctuation when writing to influence.	Never	Rarely	Sometimes	Often	Almost Always
16. I make thoughtful choices about which social media platforms are right for me.	Never	Rarely	Sometimes	Often	Almost Always
17. I actively engage in dialogues through social media applications, contributing ideas as well as reading others' postings.	Never	Rarely	Sometimes	Often	Almost Always
18. I use social media to initiate and/or support relationships.	Never	Rarely	Sometimes	Often	Almost Always

Determine Your QIQ

Refer to the table below to get your total Quiet Influence Quotient (QIQ).

Total the numbers you circled on the quiz. The following ranges reflect a rough estimate of your QIQ.

Total QIQ	Consider yourself . . .
76–90	Very Strong You are using many of the strengths of highly effective Quiet Influencers. Take a look at how you can apply your strengths to some current or upcoming workplace challenges and situations.
61–75	Solid You are doing well in demonstrating Quiet Influencing strengths. Some areas still could use some attention. Pinpoint the times when your influencing efforts are successful and not successful. See if you recognize any differences in your use of the Six Strengths in both situations.
46–60	Moderate You have some work to do in ramping up your Quiet Influence strength portfolio. Pay attention to a work situation where you are not being effective and consider which different strengths you can apply that you don't typically use.
45 and below	Lots of Room for Improvement You have some work to do in living up to your Quiet Influence potential. Start by noticing your own behavior and asking trusted co-workers for honest feedback and suggestions. Begin by working on one strength that you want to develop and set a specific goal for this week. Next week, tackle another skill. Keep at it, you will see results.

Circle your result: **Very Strong Solid Moderate Lots of Room for Improvement**

Discussion Questions

1. What quiet strengths am I using now?

2. Which actions can I take to inspire others, challenge the status quo, create change, or provoke new thinking in others?

