CCL’s research shows that those who are politically savvy have better career prospects, are seen as more promotable, and are less likely to have derailed careers. Jean Leslie and Bill Gentry identify four leadership behaviors that influence political savvy. Rate your behaviors for each. Are you a novice? A master? Or somewhere between? The four leadership behaviors are:

- building collaborative relationships,
- composure,
- putting people at ease, and
- career management.

Although the research was specific to women, it contains valuable insight and thought-provoking ideas for everyone. The white paper continues to define four steps you can take to become more politically savvy. Explore them here.

- **Network**: Build and enhance a diverse support group that can impact both your success and that of your team. Which influential people do you need to connect with? How could a mentor help you?

- **Scan your environment**: Pay attention to nonverbal clues about what’s going on beneath the surface. What have you noticed that you need to validate? Who do you trust that you can discuss your observations with?

- **Think before you act**: To succeed at organizational politics you must control your impulses and think before you act. How well do you understand yourself? Why do you do what you do? What hot buttons do you have? Who can help you practice the most effective ways to respond?

- **Inspire trust**: To succeed you must learn the power that comes with inspiring trust and confidence. What nonverbal behaviors may be sending unintended signals? Who can you ask for feedback? How trustworthy are you? What have you done or not done to gain this reputation?

Developing this skill requires feedback from others. You are getting feedback, aren’t you?

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