

Political Skill Inventory

Instructions: Using the following 7-point scale, please place the number on the blank before each item that best describes how much you agree with each statement about yourself.

1 = strongly disagree
2 = disagree
3 = slightly disagree
4 = neutral

5 = slightly agree
6 = agree
7 = strongly agree

1. _____ I spend a lot of time and effort at work networking with others. (NA)*
2. _____ I am able to make most people feel comfortable and at ease around me. (II)†*
3. _____ I am able to communicate easily and effectively with others. (II)*
4. _____ It is easy for me to develop good rapport with most people. (II)†*
5. _____ I understand people very well. (SA)†*
6. _____ I have developed a large network of colleagues and associates at work who I can call on for support when I really need to get things done.
7. _____ I am good at building relationships with influential people at work. (NA)*
8. _____ I am particularly good at sensing the motivations and hidden agendas of others. (SA)*
9. _____ When communicating with others, I try to be genuine in what I say and do. (AS)*
10. _____ At work, I know a lot of important people and am well connected. (NA)*
11. _____ I spend a lot of time at work developing connections with others. (NA)*
12. _____ I am good at getting people to like me. (II)*
13. _____ It is important that people believe I am sincere in what I say and do. (AS)*
14. _____ I try to show a genuine interest in other people. (AS)*
15. _____ I am good at using my connections and network to make things happen at work. (NA)*
16. _____ I have good intuition or savvy about how to present myself to others. (SA)*
17. _____ I always seem to instinctively know the right things to say or do to influence others. (SA)*
18. _____ I pay close attention to people's facial expressions. (SA)*

Add up and divide by 18.

Note: The asterisked items indicate retained items in the final 18-item scale. Items marked with † indicate the original six items developed by Ferris et al. (1999).

NA = networking ability; II = interpersonal influence; SA = social astuteness; AS = apparent sincerity.

Average score is 4.0. The higher the number, the greater your political skill. You can also measure your skill in the various dimensions, like NA, II, SA, and AS.

Source: Ferris et al. "Development and Validation of the Political Skill Inventory," *Journal of Management*, Vol. 31 No. 1, February 2005 126-152.