

# 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.