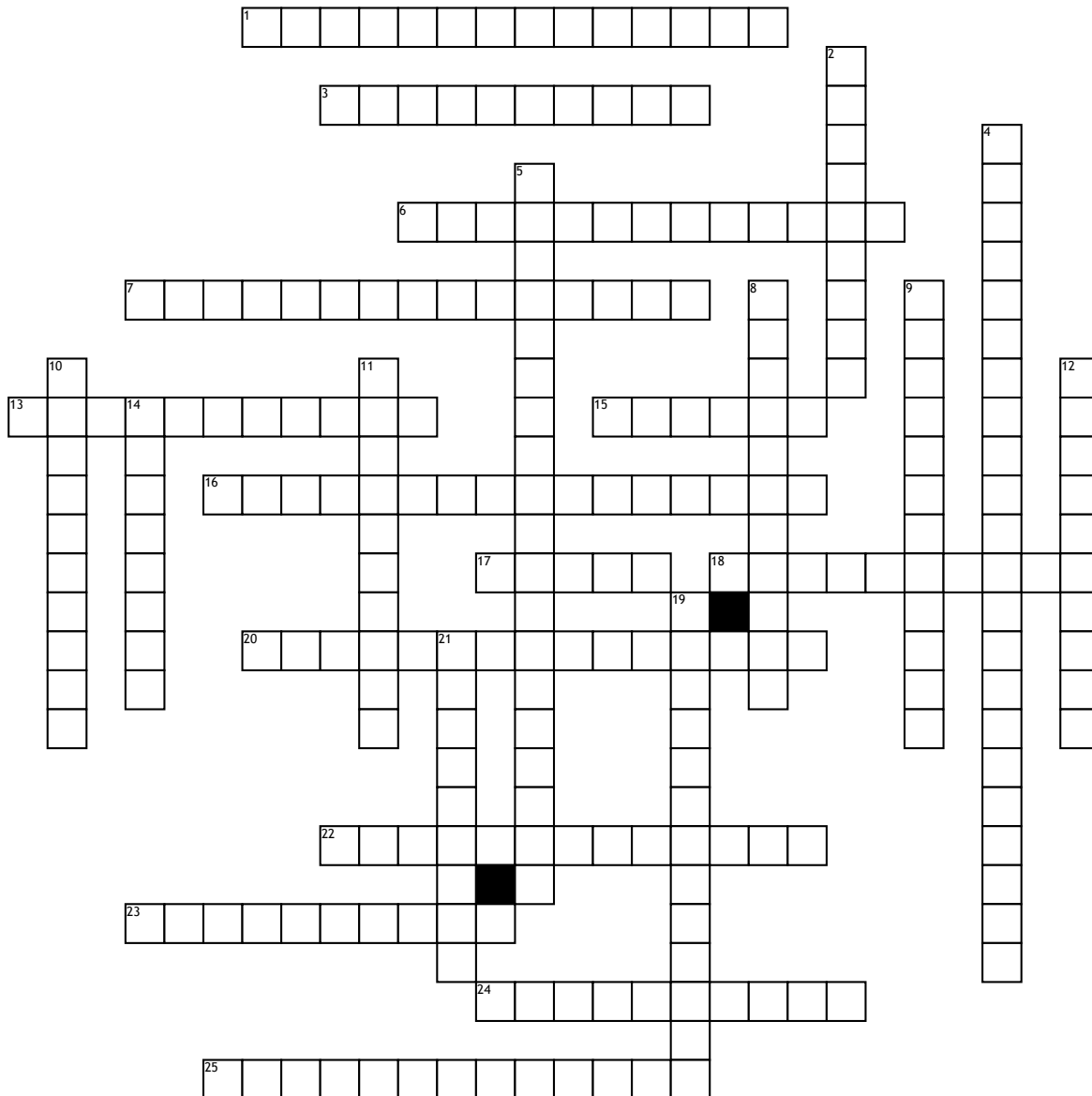


# Leadership: Power & Negotiation



## Across

1. The ability to effectively understand others at work and use that knowledge to influence others in ways that enhance persona; and/or organizational objectives.

3. The use of power and influence to direct the activities of followers toward goal achievement.

6. Exists when a person has control over punishments in an organization.

7. occurs when the target of the influence agrees with and becomes committed to the influence request.

13. Exists when someone has control over resources or rewards that another person wants.

15. A person who influences a group of people towards achievement of a goal.

16. is the degree to which people have alternatives in accessing.

17. The ability to influence the behavior of others and resist unwanted influence in return.

18. occurs when the targets of influence are willing to do what the leader asks, but they do it with the degree of ambivalence.

20. Derives from a position of authority inside the organization.

22. Exists when others have a desire to identify and be associated with a person.

23. Refusal to perform a specific behavior, resist influence of other leaders.

24. is how aware others are of a leader's power and position.

25. When one party gives into the other in an unselfish way

## Down

2. One party attempts to get his or her own goals met without concern for the other party's results. This is considered a win-lose situation (high assertive, low cooperation).

4. Actions by individuals that are directed toward the goal of furthering their own self-interests.

5. Power more formal in nature due to position.

8. Derives from a person's expertise, skills, or knowledge on which others depend.

9. Resolution is achieved through a give-and-take between parties.

10. occurs when the target refuses to perform the influence request and puts forth an effort to avoid having to do it.

11. represents how important a person's job is and how many people depend on that person to accomplish their tasks.

12. is the degree to which managers have the right to make decisions on their own.

14. One party wants to remain neutral, stay away from conflict, or postpone the conflict to gather information or let things cool down.

19. both parties work together to maximize outcomes

21. is the use of an actual behavior that causes behavioral or attitudinal changes in others.