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confidence and  
control, it even

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stress.

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predictor of job  
success. For  
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being redefined.  
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require  
effective social  
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is key not only  
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confidence and  
control, it even  
correlates with  
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is a strong  
predictor of job  
success.

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is a strong  
predictor of job  
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at Work is the  
first thorough  
examination of  
an ability that  
is as subtle as  
it is powerful.  
The result of  
more than 15  
years of  
research, this  
well-documented

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Work is rich  
with...

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Political skill  
is a construct  
that was  
introduced more  
than two decades  
ago as a

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necessary competency to possess to be effective in organizations. Unfortunately, despite appeals by organizationa

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“ Based on  
extensive

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research,  
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at Work provides  
substantive,  
practical advice  
for people to  
assess their  
political skill,  
develop it  
further, and use  
it effectively.  
Because  
organizational



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the authors  
**Work**  
note, ubiquitous  
**Effectiveness**  
and important,  
everyone should  
consume the  
valuable  
information this  
book provides.

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**At Work - How to**  
**influence,**  
**motivate, and**

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Political skill  
is defined as:  
“The ability to  
effectively  
understand  
others at work,  
and to use such  
knowledge to  
influence others  
to act in ways  
that enhance  
one’s personal  
and/or

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(Ferris,  
Treadway et al.,  
2005) .

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skilled  
individuals  
display six  
important  
behaviors:  
thinking before  
speaking,  
managing up,

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Effectiveness  
interpersonal  
influence,  
social  
astuteness,  
networking  
ability and  
sincerity  
(Ferris,  
Davidson &  
Perrewe, 2005) .

**6 behaviors that  
characterize  
politically**

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Political skill  
can lead to  
positive  
outcomes for you  
and your  
organization,  
such as  
improving your  
job performance,  
influence,  
reputation, and  
career

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complain when  
others play  
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