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## ASCENDANCY: LEADING BY INFLUENCE

Do you consider yourself an influencer? Maybe you've read Dale Carnegie's classic sales book *How to Win Friends and Influence People*, but do you fully understand what type of influence you have on others? A study found that individuals have about 1,500 interactions on a given day and are expected to have nearly 5,000 interactions per day by 2025. How we interact with others directly impacts our influence as leaders. Whether you realize it or not, you are practicing influence on others every day.



According to Multi-Health Systems Inc., an assessment organization, influence is divided into two types of influence orientation: advocating and uniting. Beyond that, there are five separate styles people use to influence others: Rationalizing, Asserting, Negotiating, Inspiring, and Bridging. Everyone leans toward one style, so to best understand what type of influence you gravitate toward, it's important to completely understand the different styles.

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## Making the Most of Your Skills as a Leader: Conflict Management

Every leader has specific traits and characteristics that help build the cohesive set of skills needed to successfully manage a team. From strong communication to empowering others to effective conflict management, each leader's skillset can be the difference between a high-performing, motivated team to a disgruntled, actively disengaged group of employees with one foot out the door.



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## The Results Are In: Biggest Time Drains at Your Job

Whether you work a traditional 9-5 in-office job or are 100% remote, there will always be distractions and obstacles that keep you from being fully productive. And while some obstacles are out of our control, like unnecessary meetings and incoming emails, others may be self-inflicted, like indecisiveness or disorganization.



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## Managing Team Spirit in the Workplace

Here are some ideas for encouraging a work environment that is both productive and flexible enough to allow for some sporting pleasure during this time of year.

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## Leadership Quotes from Inspiring Women

From classic heroines like Joan of Arc to courageous abolitionists like Harriet Tubman to unyielding suffragists like Susan B. Anthony, history is anchored by powerful, inspiring women. Check out a few quotes from history's most game-changing female leaders!

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