



Episode 175: How to Influence Without Getting Frustrated

We're all born with the ability to come up with ideas and solutions that can greatly benefit us in our endeavours. However, just because they sound good to us doesn't mean they will sound the same to others. This very fact can frustrate us to no end especially when our ideas can really help move a project along at work. Knowing how to convince others of what should be done can be truly difficult. The question is; how do we overcome this challenge?

In this You're Not A Frog Quick Dip, Rachel discusses how we can influence anyone by understanding them and ourselves. Changing someone's mind to any degree is a challenge in itself. It is important to realize that you are dealing with another person with their own thoughts and beliefs. Much like any challenge, it is important to know what you can and can't do before you proceed.

Podcast links

[The Five Dysfunctions of a Team: A Leadership Fable](#) by Patrick Lencioni

More episodes of You Are Not a Frog:

- o [Episode 23: How to do conflict well with Jane Gunn](#)
- o [Episode 122: How to be Happy at Work with Sarah Metcalfe](#)

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Quote to remember:

'Focusing on what is in your zone of power is powerful, is productive, and at the end of the day, makes life so much easier.'

What You Will Learn

Trying to influence others is not as easy as you think, even if you have a good and helpful idea. This is why you need to recognize and acknowledge what you can and can't control when convincing someone of anything. Known as your zone of power, arming yourself with this knowledge will help you find gaps in your skills of influencing others.

Aside from your zone of power, there are steps you need to take if you want to effectively influence others. Each step leads to a deeper understanding of the person you are talking to. By encouraging them to speak and openly disagree with you, you give them a chance to be heard and trust you.

When applying these steps in real life, it may not go as smoothly as you'd hoped. In fact, you may be in conflict with one another at first. However, it is ultimately something that needs to happen before you and the others you are influencing can come to an agreement.

Activity: Practicing the Art of Influencing Others

Q1. To start this activity, think of something you'd like to influence someone into doing or thinking. It can be anything about work or something not related to it.

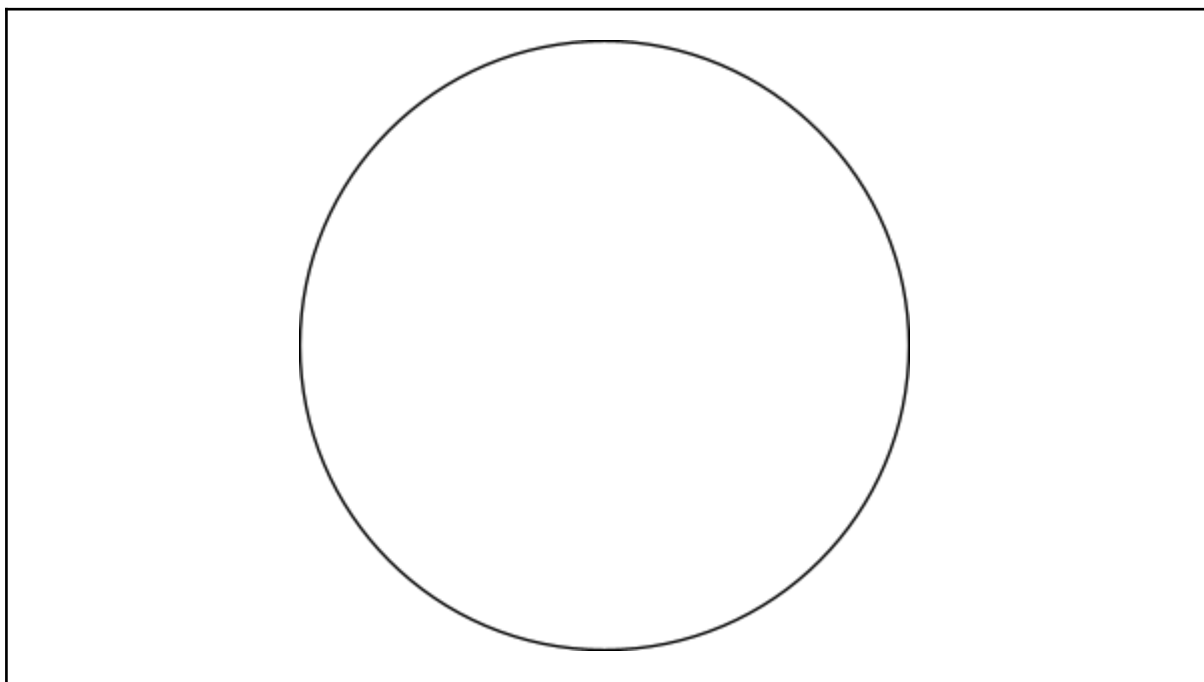
Q2. When you are trying to influence somebody, it is important to recognize that there is only so much that you can control. These things are all within





your zone of power. With that in mind, let's take inventory of the things that are inside your zone of power.

Imagine a scenario where you are trying to influence someone. Inside the circle, write down what you can control when you are attempting this. Outside, write down the things you can't control.



Q3. Now that you know what you can control, let's go to the first step in influencing people: seek to understand. Think of five questions you can ask someone that can give you insight into what they are thinking or expecting.

1. _____
2. _____
3. _____
4. _____
5. _____



Q4. Time for the second step: mine for conflict. Think of what you can say or ask to encourage others to voice any disagreements they have with your idea.

Q5. The third and final step in influencing people is to play devil's advocate. Imagine five disagreements someone might have with your idea and write them in the column to the right.

Afterwards, think of what questions you can ask that will challenge your assumptions and write them in the column in the middle.

Lastly, write what you can say that will challenge their own assumptions.

Possible Disagreements	Questions To Ask	Questions to Challenge

CPD time claimed:

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