

## Chapter 10: Power and Influence in the Workplace

### power

- the capacity of a person, team, or organization to influence others

### Important features of power

#### 1. Power is potential, not action

- power is not the act of changing someone's attitudes or behavior; it is only the potential to do so. People frequently have power they do not use; they might not even know they have power.

#### 2. Power is based on perception

- power is based on the target's perception that the power holder controls (i.e., possesses, has access to, or regulates) a valuable resource that can help the target achieve their goals.

#### 3. Power comes from a symmetric dependence

- power involves asymmetric (unequal) dependence of one party on another party

### Exhibit 10.1 Dependent Model of Power

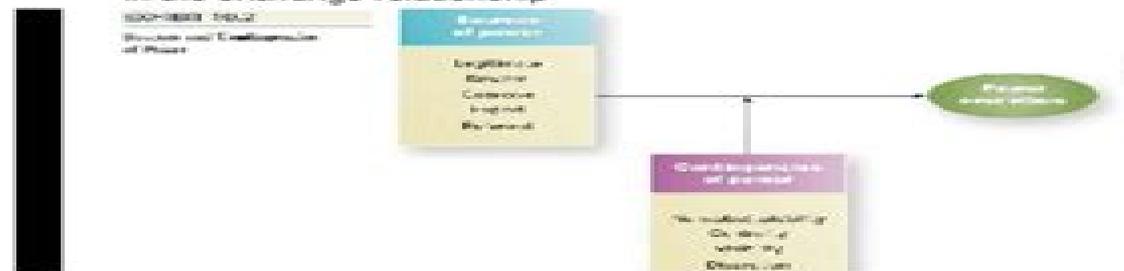


### The dependence model of power

- reveals only the core features of power dynamics between people and work units in organizations.

### Countervailing power

- the capacity of a person, team, or organization to keep a more powerful person or group in the exchange relationship



### Sources of Power in Organizations

# Chapter 10 Power Notes Answer Key Weebly

**RS Peters**



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