Network Thinking Skill Analysis

Skill 4
Empowerment

Influence

Network
Strategy

Collaboration
For Diversity

Networking

Digital
Communication

Engagement

Empowerment

Skill Level: Advanced

How to read your results

This is a description of Skill 4. Empowerment. Read about this specific skill and reflect upon our recommendations. These recommendations are based on your Network IQ score. Use them to improve your capacity to empower others to build their networks.

Network Thinking Skill Description

Skill 4. Empowerment

Empowering others to build their networks means you inspire and at the same time give them freedom to build their network strategy, networking patterns, engagement techniques, and communication protocols. If you empower others to build their networks, your network will grow exponentially, if they are successful. But it can also be eroded if they destroy, detach or deconstruct the networks you share.

Empowerment means they have control of their networks, how they connect, with whom and for what. It also means giving others a power to use access to your network to build a community to which you will not necessarily belong. In other words, you let members of your network self-determine how they will function in relation to you and your other connections.

The skill of Empowerment is one of the skills in the Network Dynamics level. This level is part of the Network IQ Index™ which is a competence model for the future of work.

Your key takeaways

- Continue to cultivate systematic habits to empower others through recommendations, introductions, giving them credit for their contributions.

- The principles for empowerment in real life apply to the digital environment. Empowering others in the digital environments has become so popular that you should not fall short of these patterns even if it takes time and may be overwhelming.

- Although you seem to be present in a cross-cultural environment, continue to build your capacity to help others build their networks taking into consideration the cross-cultural differences and specific tacit behaviours.

- Empowerment is a powerful tool in the hands of a leader. Your moderate openness seems as a well suited, cautiously weighted attitude towards the complexity of networked environments.

Personal Recommendations

Skill 4. Empowerment
Level Advanced

How you can succeed
You empower others by helping them build their networks. The more successful they are in building their networks the more exponential is your network growth and the acumen of opportunities it may offer you.

Why you succeed
Every person you empower to build a network, builds the network for both of you.

How you can be more successful
These insights and recommendations are based on your results from the Network Intelligence test.

4.1. How to empower others to build their networks

4.1.1. Your recommendations
Your network IQ result shows that most always, when you are asked to give a recommendation, you react quickly. As you likely know, this is important because the faster you react the bigger your 'network capital' raises. This means that when the time comes, the person you endorsed through your recommendation is likely to respond in a symmetrical way, that is to respond to your request promptly. Time matters in networks.

4.1.2. Your feedback style
Based on your Network IQ results, it seems that you have many ideas on how to empower others through digital platforms. A common way to empower a person is to give recommendations. However it may happen that you are faced in an awkward situation when asked to provide a recommendation. Maybe you do not want to write the recommendation because this action is closely related to your reputation. As you likely know, never ignore these requests because this can equally impact your reputation. As an alternative, consider giving the person constructive feedback as to why you do not feel comfortable to write a letter. Be mindful of the situation to understand if feedback is appropriate. Here are 5 situations when you need to avoid giving feedback.

4.1.3. Your way of giving credit to someone
Your empowerment score indicates that you almost always understand the value of endorsing others and the impact this may have on your own network status. As you likely know, one simple way to endorse especially young and ambitious professionals is to provide credit to someone's

contribution during meetings or resharing posts on digital media. This action creates a mutually beneficial moment where you support the individual in achieving their goals as well as your status increases by building a connection to an ambitious professional. As time continues and the individuals grow their network and brand, your network status grows as well. Especially as you likely can expect reciprocity.

4.1.4 Your introductions

Based on your Network IQ results you almost always feel you are capable of empowering individuals. The value of an introduction is clear to you. Based on your Network IQ results you may be asked to introduce two people. An impactful way to empower a person in your network is through introductions. React properly when asked to introduce a member of your network to a person in the network you share or in your network. If you are uncomfortable providing an introduction, one alternative is to provide feedback to the requester as to the information and actions you need before providing an introduction.

4.2. Giving endorsements

4.2.1. Your likes

Your Network IQ indicates that you rather know how to support or empower your colleagues even from different backgrounds than yours. As you likely know, a simple way to empower a person in your network with whom you are connected on social media is by pushing a button 'share', 'like', or 'comment'. Your activity prolongs the life of a post on social media and increases the probability that other members of your network will see this post. Additionally, your engagement impacts the news feed algorithm adjusting what you see in the future. In other words, by liking posts you engage and build a stronger tie with the author. Please let us know if you are interested in learning how to use the Network Thinking Power Map to build your engagement strategy.

4.2.2. Your resharing practices

Given your Network IQ you are probably well aware that resharing posts may be a powerful way to empower others. Re-sharing a post is a public act which shows that you probably find it relevant enough to read the post; that you may respect the person's professional activity; that you consider this person as an expert in their field; that you probably share values; and that this person has a stronger tie to you because the more engaged you are with a person the more of their activity will appear on your social media. In brief, continue to be strategic about your resharing practices and it may be valuable for you to revisit your guidelines align with your brand and network strategy.

4.2.3. Your disempowerment techniques

Based on your Network IQ results you seem to have an understanding of how to empower or disempower an individual. A simple way to disempower a person is to ignore them. By ignoring a person you remove the visibility to your network. If you choose to ignore, be strategic. For example by not engaging in a fight with your adversaries you are likely to remove the power of their actions by not promoting visibility and extending their online presents. However a lack of engagement could disempower yourself if your adversary has a strong Network IQ Competence.

4.2.4. Your private endorsements strategies

Your Network IQ score implies that people in your network likely ask for your endorsement and you probably always know how to appropriately respond. You may get such a request for a private context. This request could be to speak in favor of another person to someone in your network. Chances are you respectfully respond to these requests as it may be a badge of honour.

Often to be asked implies trust and being trusted means that you have a valued status as a network member. However, be honest with yourself and strategic: there may be good reasons not to speak up about the person. If such an explicit request comes to you via a high-status member of the network in favor of a third person, reconfirm if you understand the request and give yourself time to reflect. You do not have to respond 'yes' or 'no' instantaneously.

If you are looking for a tool to optimize your time for impact to make these decisions use our Network Thinking Power Map.

4.3. Empowerment across cultures and generations

4.3.1. Your cross-cultural literacy

Based on your Network IQ results you probably have contact with people from different cultures and seem to know how to empower them. When working with them face to face or at a distance you can identify subtle cultural context of their behaviour. This observation helps you limit misunderstandings and conflicts. You are a high-performance team member thanks to the ability to manage diversity and make people feel included. The inclusion is the first step to making a person feel empowered. Continue to stay mindful!

4.3.2. Your distributed team working techniques

The way you answered questions in the Network Intelligence test indicates that you are an experienced team member. If this is indeed the case, you likely know that many dysfunctions happen in distributed teams or when working with diverse collaborators. The origins of these dysfunctions usually are not with bad intentions but in fact a lack of understanding of cultural norms. When working in networks make sure that you make members of the network comfortable to acknowledge and share with you in advance that there might be a problem so that you are still able to mitigate it.

4.3.3. Your cross-generational empowerment

Your Network IQ score demonstrates that when managing a complex environment, you almost always work with people from different generations. In many cultures, it is a standard behaviour that persons with seniority are given the leadership role. In such cultures, young people - especially young female professionals - find it challenging to be given trust to lead or be supported to take risks. You likely have your own ways of challenging and addressing these cultural standards. You may want to consider taking a chance to challenge these cultural stereotypes by delegating creative tasks to junior team members. Chances are this could create more innovation. Even if they look - by your standards - hardly reliable.

4.4. Empower for success

4.4.1. Your perspective towards the future

According to your Network IQ score it is highly likely you share a belief that we can make the world a better place. You almost always believe it is not too late to fight for important issues like climate change, inclusion and diversity, or good education. You know how to inspire people in your networks, engage diverse communities and make concrete people feel empowered to drive change or transformation. Keep it up!

4.4.2. Your self-confidence

The way you answered the Network Intelligence test shows that you are most probably a self-confident person and believe that you are great at empowering others. Self-confidence is a
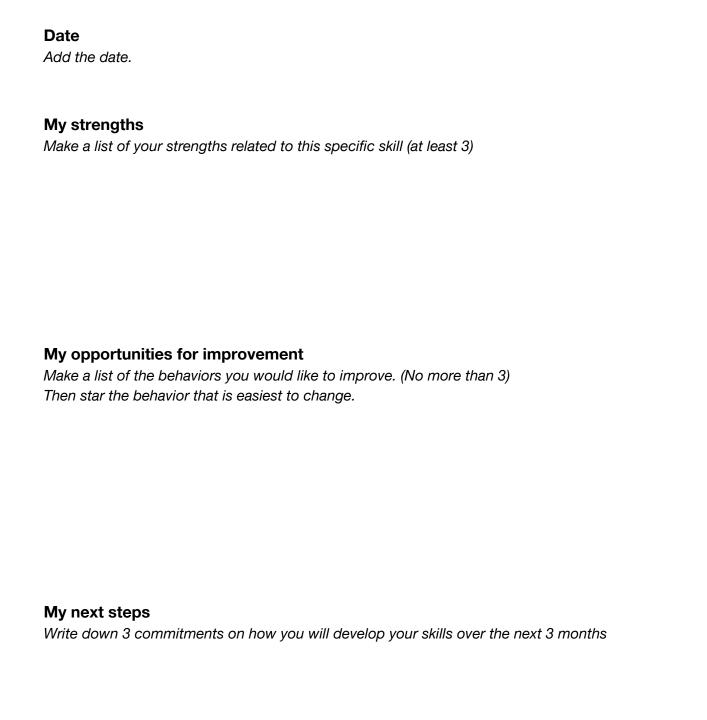
virtue but like a medicine may become a poison if overdosed. Empowerment can become detrimental if by this behavior you expose that person to a networked environment which has an exponential capacity both for growth as well as for a decline. This is why even if you consider yourself a person capable of empowering others to grow their networks, keep in mind that they may also destroy their networks, which means destroyed part of your network as well.

4.4.3. Your openness

Your Network IQ score suggests also that because of your behaviour online members of your social media networks probably quite often feel empowered to take your ideas forward. You probably always believe in the power of open source, open innovation, and open science. This is why your ideas get integrated into other projects. If you are not already aware, learn about the policy of Creative Commons to understand how you can protect your intellectual property while ensuring that your ideas, tools or methodology are widely used.

Self-Reflection

Date

Add the date.

My strengths

Make a list of your strengths related to this specific skill (at least 3)

My opportunities for improvement

Make a list of the behaviors you would like to improve. (No more than 3)
Then star the behavior that is easiest to change.

My next steps

Write down 3 commitments on how you will develop your skills over the next 3 months

Empower others to empower others.