

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

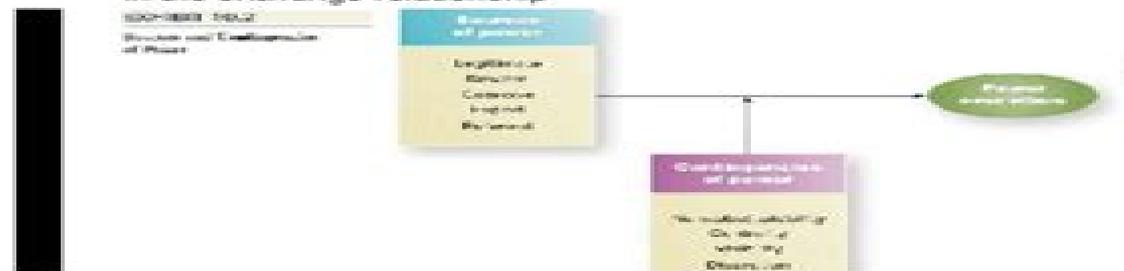


The dependence model of power

- 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

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Table of Contents Chapter 10 Power Notes Answer Key Weebly

1. Understanding the eBook Chapter 10 Power Notes Answer Key Weebly
 - The Rise of Digital Reading Chapter 10 Power Notes Answer Key Weebly
 - Advantages of eBooks Over Traditional Books
2. Identifying Chapter 10 Power Notes Answer Key Weebly
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Chapter 10 Power Notes Answer Key Weebly
 - User-Friendly Interface
4. Exploring eBook Recommendations from Chapter 10 Power Notes Answer Key Weebly
 - Personalized Recommendations
 - Chapter 10 Power Notes Answer Key Weebly User Reviews and Ratings
 - Chapter 10 Power Notes Answer Key Weebly and Bestseller Lists
5. Accessing Chapter 10 Power Notes Answer Key Weebly Free and Paid eBooks
 - Chapter 10 Power Notes Answer Key Weebly Public Domain eBooks
 - Chapter 10 Power Notes Answer Key Weebly eBook Subscription Services
 - Chapter 10 Power Notes Answer Key Weebly Budget-Friendly Options
6. Navigating Chapter 10 Power Notes Answer Key Weebly eBook Formats

- ePub, PDF, MOBI, and More
 - Chapter 10 Power Notes Answer Key Weebly Compatibility with Devices
 - Chapter 10 Power Notes Answer Key Weebly Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Chapter 10 Power Notes Answer Key Weebly
 - Highlighting and Note-Taking Chapter 10 Power Notes Answer Key Weebly
 - Interactive Elements Chapter 10 Power Notes Answer Key Weebly
 8. Staying Engaged with Chapter 10 Power Notes Answer Key Weebly
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Chapter 10 Power Notes Answer Key Weebly
 9. Balancing eBooks and Physical Books Chapter 10 Power Notes Answer Key Weebly
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Chapter 10 Power Notes Answer Key Weebly
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Chapter 10 Power Notes Answer Key Weebly
 - Setting Reading Goals Chapter 10 Power Notes Answer Key Weebly
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Chapter 10 Power Notes Answer Key Weebly
 - Fact-Checking eBook Content of Chapter 10 Power Notes Answer Key Weebly
 - Distinguishing Credible Sources
 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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