

## The Political Jungle Framework: Meet the Animals

The Political Jungle framework is built on two dimensions: Positional Power and Personal Power. Positional power derives from job level, resources controlled, and freedom in deploying them. Personal power stems from relationships, alliances and the ability to influence others through those relationships.

### Low Positional/Low Personal Power Patterns

- The Lamb: Happy to follow when new ideas are introduced, the Lamb is everyone's friend. They may be first to embrace your idea; they may also be first to embrace a competing idea. Lambs have little influence on their own.
- The Snake: Snakes know that they have little power or influence, and seek both by putting others down. They attack quietly, with whispering campaigns or subtle criticisms. Bring them into the open and respond with facts.
- The Lapdog: The Lapdog is intensely devoted to a senior manager, and may follow that person's career in supporting roles. They can regulate access to the manager, and attack anyone who threatens the manager or their relationship. A positive relationship with the Lapdog rewards you with insights about and access to the senior manager.

### High Personal/Low Positional Power Patterns

- The Shark: The Shark pursues power by pushing down coworkers, who fear their public attacks. Go around the Shark by lining up more powerful allies. If attacked, calmly defend your position with facts. Do not be cowed by threats.
- The Wise Owl: Despite sitting relatively low in the company hierarchy, the Wise Owl has tremendous personal influence based on their expertise, network, and experience. Their view of your proposal influences senior management.

### **High Positional/Low Personal Power Patterns**

- The Sly Fox: Interested solely in their personal agenda, the Sly Fox shifts alliances at will, forming few long-term relationships. Initially successful, as their strategy becomes obvious their personal power drops, regardless of positional power. Foxes may change companies frequently.
- The Changeable Cat: Often recently promoted into a stretch role, Changeable Cats hide their lack of confidence. They are generous when in their comfort zone, but attack if their limitations are made public. Seek support and explain your ideas in private so they can ask questions safely. A Changeable Cat may be accompanied by a Lapdog.

### **High Personal/High Positional Power Patterns**

- The Tigress: A senior executive comfortable with power, the Tigress will not tolerate wasting her time. Present your ideas quickly, focusing on results that matter to her. Bore her or take too long, and she will publicly banish you from her presence.
- The Matriarch Elephant: A senior executive, well established in her role. Present ideas to the Matriarch as you would the Tigress. Do well and benefit from her support. Waste her time and she'll become too busy to see you.

### **Flexible Expressions of Power**

- The Chameleon: The Chameleon matches her style to the situation and people involved. Though she risks being known as a Sly Fox, the Chameleon is not selfish. The Chameleon's broad network makes her an excellent ally.

Combine your understanding of the Animal Profiles with the Know – Analyze – Plan – Act (KAPA) planning tool to tame your own Political Jungle

Learn more at <https://www.fundamentalcapabilities.com/group-politics-workshops.html>