Political Style

Political savvy requires an ability to assess the climate you’re in, then decide how to adapt. The model below will reflect the best fit for your style.

Four Political Climates in Organizations

- **MINIMALLY POLITICIZED**
  - Atmosphere is amicable and team oriented
- **MODERATELY POLITICIZED**
  - Rules are sanctioned and conflict is pervasive
- **HIGHLY POLITICIZED**
  - Rules are invoked when convenient and conflict is pervasive
- **PATHOLOGICALLY POLITICIZED**
  - Rules are circumvented and conflict is long lasting and pervasive

Four Political Preferences for Individuals

1. **THE PURIST**
   - Believes in getting ahead with hard work
2. **THE TEAM PLAYER**
   - Believes you get ahead by participating in politics that further the goals of the group
3. **THE STREET FIGHTER**
   - Believes that rough tactics lead to advancement
4. **THE MANEUVERER**
   - Plays political games in a skillful but unobtrusive manner, preferring to have deniability.

Fit of Style Compared to Organization Type

<table>
<thead>
<tr>
<th>Organization Political Climate</th>
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<th>MODERATE</th>
<th>HIGH</th>
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Information adapted from *The Secret Handshake* by Kathleen Kelley Reardon