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Study Title: Connections between information processing and influencing styles

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Summary of the study: This study investigated whether the ways in which people tend to think are related to the tactics of influence they like to use in the workplace. Influence in the workplace is an important part of getting things done at work, being able to ask or direct colleagues at work effectively can separate good leaders and employees from ineffective staff. Other research has found that the ways in which leaders think is connected to their style of leadership and that leadership styles are connected to the types of influence strategies leaders use. However, no research had investigated whether people's style of thinking is directly related to the methods of influence they use at work. We surveyed people with jobs who completed measures of their thinking styles and their preferences for how they like to influence other people in the workplace. We found that people who tend to prefer logical, conscious, rational thinking tended to prefer to try to persuade others at work that actions should be undertaken using arguments that outline the benefit of, and reasons for the action. "Rational thinkers" also preferred other effective influencing tactics such as appealing to people's values and supplying people with resources they would need to undertake the work they were asked to do. In addition, we also found that people who tend to think in ways that encourage them to take action to solve problems (rather than worrying about problems) tended to use a range of effective influencing tactics. Finally, we found some other inconsistent and weaker relationships between thinking styles and influence tactic preferences, and some gender differences in influencing tactic preferences.