

ACTIVITY | Applying a Political Perspective



GOAL | To understand how political perspectives affect the organization's functioning and reality.



RELEVANT FOR

- Executive
- Middle Manager
- Supervisor
- Caseworker



DESCRIPTION | Consider a political perspective to understand your organization.

According to Bolman and Deal (2015), a political perspective views organizations as political arenas that include a complex variety of individuals and interest groups.

Try taking a political perspective of your organization, office, workplace, or relationship with another organization.

Respond to the questions in the worksheet.

Reference: Bolman, L. G., & Deal, T. E. (2015). Think—or sink: Leading in a VUCA world. *Leader to Leader*, 76, 35-40.



MORE INFO

[Think Politically](#)



Applying a Political Perspective

Reflection question	Response	How does this affect your organization's functioning?
How do scarce resources impact decision-making?		
What coalitions or interest groups are represented (for example, hierarchal levels, program areas, professional groups, racial or ethnic groups)?		
How do the individuals and interest groups differ in their values, preferences, beliefs, information, and perceptions of reality?		
What power differentials exist or are perceived between these groups?		
How are goals identified and decisions made?		
What are the ongoing processes of bargaining, negotiation, and jockeying for position among the individuals and interest groups?		
Are issues of power and conflict central features in your organization, office, or relationship?		

