Two views of organisations

1. Organisations are rational systems that use humans in them.
2. Organisations are human systems attempting to act in a rational way.
Common mindsets across organisations

**Idealists**

- Work Harder
- Cynic
- Waiting For Clarity

~65-80%

**Pragmatists**

- 5% ‘Sa
- ~15% ‘Machs’

© Joel De Luca PhD – Political Savvy
Two beliefs block becoming ‘savvy’

Political Avoiders
Rational Systems Oriented

~ 65-80%

Work Harder

Cynic

Waiting For Clarity

RATIONAL

MORAL

Political Activists
Human Systems Oriented

+ 5% ‘Sa

~15% ‘Machs’

Lower Impact

Higher Impact

© Joel De Luca PhD – Political Savvy
We can choose how to behave

Political Avoiders
Rational Systems Oriented

- 65-80%
  - Work Harder
  - Cynic
  - Waiting For Clarity

Political Activists
Human Systems Oriented

- Higher Impact

~15% ‘Machs’

© Joel De Luca PhD – Political Savvy
Political Intelligence model

- Politically aware
- Politically unaware

- Acting with integrity
- Psychological game-playing

Clever
Wise
Inept
Innocent

*Baddeley & James