

The Framework of Political Astuteness Skills - Self Evaluation

| Dimension | Description |
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| Personal Skills | <p>Self-awareness of one's own motives and behaviours. Having a proactive disposition (initiating rather than passively waiting for things to happen). Ability to exercise self-control, being open to the views of others, ability to listen to others and reflect on and be curious about their views.</p> |
| Interpersonal Skills | <p>Analysing or intuiting the dynamics which can or might occur when stakeholders and agendas come together. Recognition of different interests and agendas of both people and their organisations. Discerning the underlying not just the espoused agendas. Thinking through the likely standpoints of various interests groups in advance. Using knowledge of institutions, processes and social systems to understand what is or what might happen. Recognising when you may be seen as a threat to others. Understanding power relations.</p> |
| Reading People & situations | <p>Recognising differences and plurality and forging them into collaborative action. Working with difference and conflicts of interests, not just finding consensus and commonality. Actively seeking out alliances and partnerships rather than relying on those already in existence. Ability to bring difficult issues in to the open and deal with differences between stakeholders. Creating useful and realistic consensus not common denominator.</p> |
| Buildings alignment & alliances | <p>Strategic thinking and action in relation to organisational purpose. Thinking long-term and having a road map of the journey.. Scanning: thinking about longer-term issues in the environment that may potentially have an impact on the organisation. Analytical capacity to think through scenarios of possible futures. Noticing small changes which may herald bigger shifts in society. Analysing and managing uncertainty. Keeping options open rather than reaching for a decision prematurely.</p> |
| Strategic direction & scanning | <p>Thinking long term and having a road map of the journey. Not diverted by short term pressures. Scanning: thinking about longer term issues in the environment that may potentially have an impact on the organisation. Attention to what is over the horizon. Analytical capacity to think through scenarios of possible futures. Noticing small changes which may herald big shifts in society. Analysing and managing uncertainty. Keeping options open rather than reaching for a decision prematurely.</p> |

Source: Hartley / Fletcher