

Types of Social Currency

Vision Oriented

- **Supporting Connection to the Overall Vision** - Being involved in a task that has larger significance for the department, organization, customers or society.
- **Displaying Moral & Ethical Correctness** - Doing what is "right" by a higher standard than efficiency.
- **Offering a Chance for Excellence** - Having a chance to do important things well. Offering work that is within their strengths.

Task Oriented

- **Resources** - Lending or giving money, budget increases, personnel, overtime hours, space, materials, tools, etc.
- **Assistance** - Helping with projects or tasks, or helping to delegate unwanted tasks or alleviating task overload.

Position Oriented – (*Reward Power**)

- **Career Advancement** - Giving a task or assignment that can aid in obtaining a promotion or giving political support for career advancement or promotion.
- **Recognition** - Acknowledging effort, accomplishment(s) or abilities (privately or publicly).
- **Reputation** - Enhancing the way a person is seen.

Personal Oriented

- **Challenge/Learning** - Sharing tasks that increase skills and abilities.
- **Gratitude (*Reward Power**)** - Expressing appreciation, saying “thank you” or acknowledging a contribution.
- **Sense of Personal Importance (*Reward Power*)** – Complimenting or supporting an increased sense of increasing self-worth and self-esteem.
- **Increasing Sense of Prestige (*Reward Power*)** – Promoting a sense of Prestige through position, job title, power, public praise.

Relationship Oriented – (*Referent Power**)

- **Sense of Acceptance** - Providing closeness and friendship.
- **Giving Personal Support or Empathy** - Support Giving Personal and Emotional backing.
- **Sense of Being Understood** - Listening to others' concerns and issues.

*Part of a subset of one of the 6 Power Bases from the “Power Perception Profile”