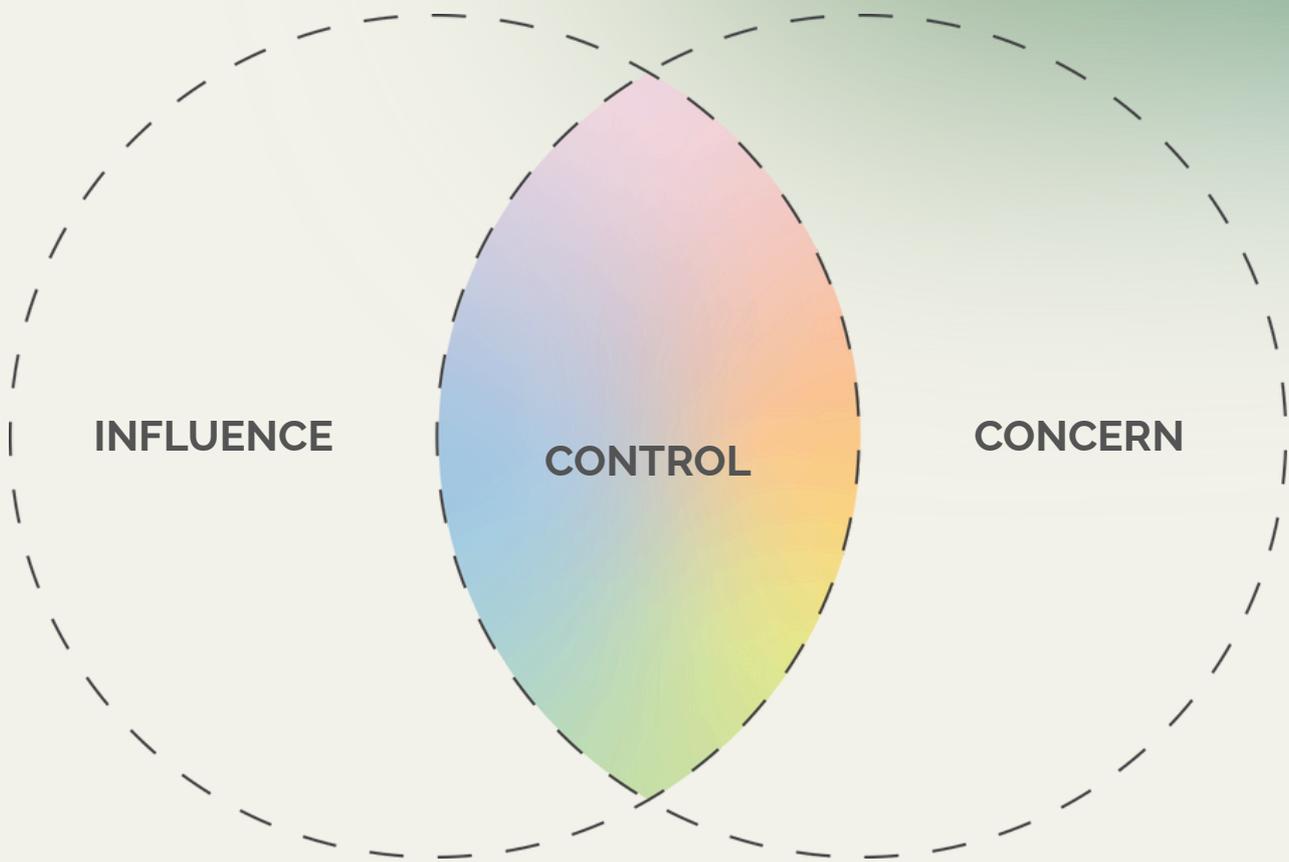


# HR's Influence Map: Where You Can (and Can't) Make Culture Change





## **In My Control**

These are areas where your decisions, actions, and consistency directly shape outcomes.

Examples:

- **Hiring process design**
- **Onboarding experience**
- **Policy clarity and communication**
- **Recognition programs**
- **Exit interview questions and tracking**
- **How you respond to conflict**
- **Your own boundaries and professionalism**

## **REFLECTION MOMENT**

*WHAT SPECIFIC SYSTEMS OR BEHAVIORS CAN I DIRECTLY IMPROVE OR STANDARDIZE IN THE NEXT 30 DAYS?*

# WITHIN MY INFLUENCE



**You can't control these areas — but you can shape perceptions, offer data, and model better approaches.**

## **Examples:**

- **Manager communication and feedback habits**
- **Employee morale**
- **Leadership's understanding of risk or turnover costs**
- **Department collaboration and trust**
- **Implementation of HR recommendations**

## **Reflection Time**

*Who are the people I can influence most — and how can I frame my feedback in language they'll understand?*

# OUTSIDE MY CONTROL (BUT STILL A CONCERN)



**These are realities you must work around, not against.**

**Examples:**

- **The CEO's personality or behavior**
- **Leadership's appetite for change**
- **Company strategy or financial decisions**
- **Board-level politics**
- **Industry-wide or market factors**

## **REFLECTION TIME**

*How can I protect my credibility and mental health when I can't control these factors?*

# OUTSIDE MY CONTROL (BUT STILL A CONCERN)

## WORKSHEET SECTION (Interactive Area)

CATEGORY	What falls here in <i>your</i> workplace?	What's one small action you can take next?
CONTROL	<i>(List 3-5 things)</i>	add a quick win
INFLUENCE	<i>(List 3-5 things)</i>	<i>(Plan one conversation or data story)</i>
CONCERN	<i>(List 3-5 things)</i>	<i>(Write one boundary or self-protection strategy)</i>

## FINAL THOUGHTS

**You can't fix everything, but you can influence more than you realize. Focus your energy on what you can control, tell the story of what you can influence, and learn to release what you can't.**

### **Include a footer callout:**

For more practical guidance on building credibility and navigating difficult leadership dynamics, check out the blog:

"When the CEO Is the Toxic Employee" at [acaciahrsolutions.com](https://www.acaciahrsolutions.com)