

Power Profile: Exploring My Power

POWER PROFILE				
Exploring My Base of Power				
Types of Power	What it is	What I have	How I use it	What is challenging for me in this power
Authority	Positional power based on role or position. Power to hire, fire, promote, demote, make decisions that directly affect the organization. It is power that belongs to a role, when you leave the role, you lose the power			
Expertise	Knowledge and skill, things I have the answers for, training, education.			
Experience/Wisdom	Related to expertise but more what I know from what I have experienced, some consider this "street smarts" or wisdom gained from lived experience.			
Relationship	Power gained from the ability to form relationships and get along with people, foster positive regard and willingness to work with or for you			
Personal Power	Power based on personality, emotional and social intelligence. Ability to persuade, make an impact, engage with others, endure challenges.			
Social Status	Power based on social identities (race, ethnicity, gender, wealth/class, education, sexual orientation, physical/mental health, etc.) Can earn some social status but most we accrue is based on			

	access/resources that our inherited status grants us			
Informal Power	Ability to successfully navigate norms of a group or organization. Can be seniority, popularity, degree of belonging, being an insider, etc.			

Which do I use most frequently?

What are the implications of using only these most often?

Which do I forget to use or have not developed? Why?

How can I (or others) benefit from adding these to my power awareness/intelligence?

Exploring My Sense of Power

Sense of power is a belief in your ability to impact or influence, sense of self-efficacy or agency, feeling the freedom to act and risk, confidence in your knowing and opinions, sense of self-fulfillment

What is my current overall sense of power when I lead (circle one)? (low – medium – high)

Where/when do I tend to feel a high sense of power and what does that look/feel like?

Where/when do I tend to feel a low sense of power and what does that look/feel like?

- **How do I act/what do I do when I come from a high sense of power?**

What would I like to experience in my sense of power?

What can help me develop that?

Exploring my Role Related Power

Role related power is the power granted by the role I occupy. It is power that is assigned to me. It is power that is expected of me.

What is the power I have in my role?

What aspects of this power do I embrace and use well? What is the impact of that?

What aspect of this power do I avoid, over-use, misuse, or under use? What is the impact of that?

Do I talk openly about the power in my role and my intentions about how I use it?

How do I regularly get feedback from those I have power over about the impact of my power use on them, their work, our culture?

How do I ensure that the people around me and who I influence are aware of the power they have and help them be clear in how they use it?

How do I give feedback to others on the impact of their use of power and influence?