MAPPING YOUR POWER

PURPOSE:

This tool will enable practitioners to understand and map what power and resources they have access to and are perceived as having.

CONTENT:

The power you have will change relative to the context you're in, its fluid and constantly changing. Having awareness of both what power you have and are perceived to have is a key tool to be able to influence change. Additionally, this tool provides a process for understanding the power dynamics of the context you are working in, and can bring awareness to power you may not be aware you have.

INSTRUCTIONS:

Read over the questions in each row. These questions are not just yes/no questions but are meant to probe your experiences of power in different domains[1]. As you reflect on them you may notice you have complex and complicated responses, both positive and negative experiences related to each question.

To help you sort through your responses write down any reflections that come up as you answer each question.

Finally, write down what strengths and challenges you experience relative to each category of power. Strengths may include social advantages and privileges but they also may include emotional and social skills, abilities, such as self-awareness, confidence, determination etc. Challenges may be a disadvantage, constraint or a contextual challenge that is currently impeding how you are able to exercise this power. When things are challenging, you have the greatest learning opportunity. These areas may be rich sources of learning and development for you.

Your understanding of what power you have in these different domains and how that power is perceived will be a core resource in engaging with those in authority and other stakeholders.

We've got the power…. ?

You've obviously got all the power.

Then why do I feel so helpless?

Positional power
Power that comes from your position within a specific system. Eg: Title; Expertise; Access to resources and decision making; Delegation; Responsibility.

Social (or unearned) Power
Power that you are born with or into. eg: Gender; Culture; Physical attributes/ability; Age.

Personal
Power that comes from who you are and your life experience. Eg: Knowledge; Expertise; Longevity; Connections/networks; Connection to purpose; Experience; Cultural power and connection.

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SOCIAL POWER		
QUESTIONS	**REFLECTIONS**	**STRENGTHS & CHALLENGES**
What power does your gender give you in your current context?		What are your strengths in this area? What are your challenges in this area?
What resources does your age provide in relation to your current context?		What are your strengths in this area? What are your challenges in this area?

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PERSONAL POWER		
QUESTIONS	REFLECTIONS	STRENGTHS & CHALLENGES
What gets you out of bed in the morning? What gives your life a sense of purpose: eg. Family, friends, creativity or ideas, nature, Political action, sports, Fun..		What are your strengths in this area? What are your challenges in this area?
Do you feel you have some inner resources that help you get by day to day to succeed with your friends, family, at work and in life?		What are your strengths in this area? What are your challenges in this area?
When the world feels chaotic, challenging or difficult, what do you do to cope, get through it and make sense of it? What are your strategies for finding a way through?		What are your strengths in this area? What are your challenges in this area?

Activity

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STRENGTHS & CHALLENGES	REFLECTIONS
What main strengths do you notice? Are there recurring strengths, resources and advantages that show up? List in the next column all the core resources, strengths and abilities regardless of category.	
What are some of the resources or strengths that showed up but which you seldom consider or don't use or think about much?	
What are your main challenges or constraints? Are these recurring challenges, or difficulties that you notice?	

If it helps you to visualise or draw this process – do so here…