

About this Tool

This tool will help you to:

- Reflect on how you are using the power you currently have in service of your purpose.
- Identify opportunities to more fully use your power.

Context

This Tool can be used in these phases of the Collaborative Change Cycle:

- ✓ The Readiness Runway
- ✓ Building the Foundations for Change
- ✓ Creating a Shared Vision for Change
- ✓ Scaling Up for Systems Change
- ✓ Achieving Transformation

And is relevant to building these enabling capabilities:

- ✓ Collaboration
- ✓ Community
- ✓ Innovation
- ✓ Leadership
- ✓ Measurement

TOOL

How to Align Your Power with Purpose

We want to understand and use power more effectively to benefit community.

Effort Level

Low Effort - 1 Hour Required

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How to use this tool

This tool is designed to facilitate individual reflection, supported by peer coaching.

You will need to work in pairs. Each person will take a turn as the peer coach and as the person being coached.

Step One: The person being coached shares their answers to the prompt questions with the peer coach.

Step Two: The peer coach takes the person being coached through the questions provided. Note: you need to complete **Step One** and **Step Two** for each person before you change roles.

Step Three: Once both members of the pair have completed Steps One and Two, each person completes Step Three alone.

1. Share Your Story

My Purpose

Think back over your working life. No doubt, you have had ups and downs.

- Think about a specific time in a job, program or project when you felt like you were creating something good in the world. This should be a time when you felt especially energised, inspired and uplifted from your work. It will likely be a time that you now look back on with pride.
- Tell your peer coach the story of this time (5 minutes) and then reflect on what this story says about your sense of purpose.

My Roles

- List the roles you play in your work. This might include formal roles (managing, backbone leader, community leader, expert) as well as informal roles (encourager, person who speaks uncomfortable truths, peacemaker).

2. Peer Coaching

The person in the coaching role takes the person being coached through the following questions:

1. How would you describe your purpose?
2. What are the values that matter most in your life?
3. Thinking broadly about your role, who (e.g. your boss) or what (e.g. lived experience) gives you the power and influence¹ to play the role that you are in?
4. How are you using this role, and your power and influence, to create good in the world?
5. On a scale of 1 – 10, how much of your role’s power and influence are you using?
 - 0 = Not using the role to create good in the world
 - 5 = Staying within the limits of safety, meeting expectations only.
 - 10 = Exceeding the power and influence of the role to the extent that I’m losing support from people I need.
6. Imagine that you moved along the scale by 2-3 points (i.e. if you were a 5, you are now an 8).
 - a. What would it look like if you were performing at that level? What would you be doing differently? What would others see and experience when working with you? What additional benefits would you be bringing to the world?
 - b. What positive feelings does this bring up? What negative feelings does this bring up?
 - c. What risks are you running by being at say 8 rather than 5?
 - d. What could you do to reduce those risks?

3. Individual Reflection

You may find it helpful to record your answer to these questions in a journal.

1. What new work practices could I experiment with to more fully use my power and influence?
2. What positive outcomes do I aim to create through these new practices?