

About this Tool

This tool will help you to reflect on the power and influence currently available to you and assist you to identify other ways of using that power and influence.

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

How to Use Power More Effectively

We want to use our power more effectively.

Effort Level

Low - 3 Hours Required

Developed by Liz Skelton and Geoff Aigner (The Australian Leadership Paradox, p 124).

Exploring Power

How to use this tool: This is an individual reflection activity. It can be completed by a single individual, or it can be done as part of a group reflection process. If it is completed as part of a group process, each person should answer the questions alone first, and then share insights and reflections in pairs.

Kind of power	What power do you have?
Positional power (power you get from your role/job)	
Social (power you get from your age, gender, class, ability, etc)	
Psychological power (power you get from your own stage of psychological development and resilience)	
Spiritual power (power you get from your spirituality and sense of purpose)	

Further Questions

1. What privileges does your rank give you?
2. How effectively are you using those privileges in service of your values and your community's priorities?
3. What could you do differently? Are there ways that you can more fully use the power available to you?