

## **Twelve Ways to Mediate the corrupting influence of elevated power.**

- 1. Give up the idea that you will never cause harm by having an impact different from your intention, being tired or distracted, or making a hurtful mistake. You, like everyone else are human and subject to the deteriorating effects of increased power. Good intentions are simply not enough.
- 2. Stay connected to those down-power in both aspects of your power: strength and heart. Actively maintain and nurture connectedness and universal compassion along with appropriate social distance.
- 3. Own your rank and role powers. Saying yes to them enables you to be able to use them wisely and well.
- 4. Elicit accurate and authentic feedback. Refine your ability to self-reflect and self-correct. Don't take feedback too personally or not at all personally.
- 5. Learn how to track for and attend to situational difficulties and relationship conflicts. Most can be resolved and even repaired with skill, humility, non-defensiveness and a rapid response time.
- 6. Cultivate a variety of up- and down-power roles so you can keep a felt sense of the shine and shadow of each side of the power differential and in addition, help you stay role-fluid.
- 7. Remember that when you are in role, you are never just yourself. You are, on the one hand, a projection screen for expectations and fears of others, and on the other hand, in your role you have a distorted view of others and of reality.
- 8. Keep in mind the 150% principle: while everyone has 100% responsibility for maintaining the health of the relationship, the person in the up-power role has greater responsibility (150%).
- 9. Embrace your limitations as well as your strengths. Be willing and learn how to apologize and forgive when needed.
- 10. Choose to know, understand and handle your shadow temptations and habits and the pull to be self-serving. Get your needs met, but get them met elsewhere.
- 11. Avoid burn-out with pro-active self-care and resilience.
- 12. Value and appreciate the good you can do with your personal, role, and status powers.