



## DOWN-POWER/UP-POWER DYNAMICS

Important quote from Robert Fuller: *Somebodies and Nobodies* (p 30-31) (edited by cb).  
*Rank is the seat of power—and abuse of rank is the root of all forms of discrimination. Rank is mutable, not fixed, so we are all victims as well as perpetrators of rankism. Ageism, sexism, racism are all abuses of rank and include self-aggrandizement and injurious or discriminatory behavior—like exploitation or oppression. People who use the power of their rank in ways that do not entail loss of dignity or opportunity by subordinates are using it skillfully and beneficently. Fish are the last to discover water. The privileged may be the last to recognize their privilege.*

When someone enters a relationship with a power-up person, they immediately MAY (depending upon how aware and personally empowered they are):

- **Feel personal power-down, not just role power-down**
- **Become more vulnerable**
- **Become more easily influenced**
- **Become more likely to idealize and/or devalue**
- **Become more likely to have their authority issues triggered**
- **Have greater need to trust**
- **Become more likely to feel disempowered**
- **Have a role-related increased desire to be liked or respected (or the opposite)**
- **Are more likely to escalate conflict when they don't feel heard or responded to, or to fearfully withdraw and internalize**
- **Find more difficulty and risk in giving negative feedback, being upset, or asking for change**
- **Are at risk of being exploited or oppressed**
- **Are subject to being hired/fired/assessed/demoted**
- **Become more helpless**

*\*Remember: Power-up person is 150% responsible for tracking, maintaining, resolving, and empowering the power-down person.*