



THREE KINDS OF POWER

PERSONAL POWER (PP)	ROLE POWER (RP)	STATUS POWER (SP)
<ul style="list-style-type: none"> • PP is our birthright. It is our individual ability to have an effect or to have influence. • It is accompanied by the inherent human right to be treated with dignity, respect, and fairness. • Although PP is always present, we can be more or less aware of it and have more or less access to it. • Our PP can be limited by ourselves and by the misuse of power by others, but in most situations we can retain some PP through positive attitudes and self-respect. • We can learn to use our PP better in both up-power and down-power roles. • PP comes in many forms, including the power of communication (articulateness), presence (charisma), and creativity. 	<ul style="list-style-type: none"> • RP, or Positional Power, is earned, awarded, elected or assigned. It is a power add-on. • RP is separate from our PP and is thus mutable. It automatically accompanies any position of authority. • RP carries an increased or expanded amount of power and responsibility. • It is integrated with PP. SP often accompanies RP. • Up- and down-power dynamics creates the need for ethical guidelines since those who are down-power are more vulnerable and at risk of harm. • Some assigned roles carry greater increased power and responsibility than others and thus will have a greater negative or positive impact on others. <p><u>Examples:</u></p> <p>Doctor/Nurse Teacher/Principal Coach Employer Clergy Chairperson Therapist/Social worker Elected Official Chief Executive Officer Supervisor Professor/Dean Parent* Director Bodyworker Police Officer</p>	<ul style="list-style-type: none"> • SP is enhanced personal power and influence that is culturally conferred. • SP brings privilege and has it's own impact and influence. It entails responsibilities, dynamics, and influence that often go unrecognized. • The impact of SP is often more subtle than that of RP. Those with high SP are often unaware of this fact. The fish, according to the saying, are the last to know they are in water. • SP depends on cultural values. Thus it may change from culture to culture. <p><u>Examples:</u></p> <p>Age, Social Class Wealth, Celebrity Education Race Sexual Orientation Nationality Gender Physical Appearance Physical Prowess Religious Affiliation</p>