

RELATIONS: POWER AND MUTUALITY - EXERCISE

MY RELATIONSHIP TO POWER

Our personal understanding of and relation to power play a key role in shaping our interpersonal relations. Take some time to reflect on the below questions and share with a partner:

1. What does power mean to me? What connotations does this word hold in an interpersonal setting?
2. Looking at 5 of my current relationships (professional or personal), how do I describe the balance of power in each one?
 - a. In which relationships am I invited to own my personal power and be more assertive?
 - b. In which relationships am I invited to be less overbearing and more open to the contribution of others?
3. How do I tend to behave in relations where the perceived balance of power is in my favor?
4. Conversely, how do I tend to behave when the perceived balance of power is not in my favor?
5. Think of examples when you related well to people at different power or authority levels. How did you manage this and what were the results?
6. Bring to mind a relationship where you've exercised your power and influence. Was it an upward, downward, or lateral influence attempt? What are common influence tactics that you use in your relationship with others?

REFLECTION AND ACTION

Reflection

What type of power do I tend to rely on in my relationships (formal authority, referent power, informational power, expertise, ...)? In what way do I exercise these types of power (over, to, with, or within)? How do I feel after exercising these distinct forms of power? How can I describe others' exercise of power and influence in our relationships? What would I like to say to the person who is exercising power over me?

Action

Set a meeting with someone with whom you would like to reach a healthy power relation based on mutuality. Debrief them about your intention to find a new approach to power. Take some silent time with the texts from the narrative and share your thoughts after some days. Reflect on your experience.

ADDITIONAL EXERCISES

There are no additional exercises for this section