



Up- and Down-power Differences

Up-Power Role	Down-Power Position
1. Is in service	Is served
2. Increased power and influence	More dependent and easily influenced
3. Is paid for time and expertise	Pays for service
4. Sets and maintains appropriate boundaries	Accepts or may challenge boundaries
5. Own needs and personal process are not focused on	Own needs and personal process is known and focused on—self-revelation and vulnerability are important
6. Lesser vulnerability to rejection, criticism, undue influence, being taken advantage of, or being disrespected	Greater vulnerability to rejection, criticism, having undue influence, being disrespected or taken advantage of
7. Depended on for trustworthiness, earns trust	Needs to trust while remaining discerning
8. 150% responsible for naming and working with difficulties and repairing the relationship	100% responsible for naming and working with difficulties and repairing relationship
9. More susceptible to being idealized or devalued	More susceptible to idealizing and devaluing
10. Assesses and Evaluates results	Responds to or may collaborate with assessment

GIFT/ SHINE of Power

- A. Bigger than you are----- decreased ability to accurately assess self, others, and situations that occur
- B. Access to more resources-----prioritizing own interests (greed)
- C. Social distance-----diminished empathy
- D. Final say-----increased impulsiveness/decreased social inhibition

PERIL/SHADOW of Power

MISUSE OF POWER

Qualities

- non-conscious
- unintended
- unpremeditated

Who

- high role and/or status

With

- good intentions
- benign neglect
- power blind spots

Impact

- we all make mistakes and misunderstandings
- can be tracked and repaired
- apology, no shame

ABUSE OF POWER

Qualities

- conscious
- intended
- premeditated

Who

- high role and/or status

With

- self-privileging intentions
- neglect
- reduced empathy

Impact

- avoidable
- increasingly difficult to repair
- devastating harm