**TYPES OF POWER – EXAMPLE SHEET**

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| **Power OVER**The most common understanding of power -control or domination by one person/group over others; power of strong over the weak; associated with coercion, force, corruption and abuse. **Examples Include**• Telling people what to do, how to do it and what is wrong with them (being the expert).• Blaming, labelling or classifying people (assuming to know the truth based on dominant ideas without considering unique circumstances and contexts).• Deliberately or inadvertently excluding people from decision-making or limiting their participation (blocking choice, jumping in or taking over).• Giving advice (imposing your views).• Knowing what is best for others and telling them what their strengths are (patronising, condescending).• Isolating and marginalising people (treating people as incapable). | **Power WITH Others**Collective power of speaking out and acting jointly; collaboration and collective support and organisation, we are more powerful as a group than as individuals.**Examples Include**• Recognising that people are their own experts on themselves.• Listening to their story.• Seeking to recognise and mobilise people’s strengths and capabilities.• Valuing people’s aspirations and goals.• Creating a context of discovery and action, improvising and trying new things.• Finding the right questions and relying on a team approach where responsibility is shared.• Enabling processes and outcomes to be determined in partnership.• Focusing on solutions, not problems. |
| **Power WITHIN**The power to imagine, hope, dream; similar toself-confidence and linked with sense of awareness and self-worth and belief they can make changes -also ‘empowered’.**Examples Include*** Being able to recognise difference without feeling threatened by it.
* Having a clear sense of one’s capacity and self-worth.
* Having a belief that one’s actions can make a difference.
* Recognising that we choose our behaviour.
* Able to imagine a different world for ourselves and others.
* Having hope.
* Understanding one’s limits.
* Able to ask for help.
 | **Power TO** **Do Something**The abilityto make a decision and take action to bring about change; to shape our own lives; Where there is mutual support between individuals, **POWER TO** opens up possibilities for collective action or **POWER WITH.****Examples Include*** Making a difference through one’s action.
* Achieving one’s goals.
* Creating something.
* Recognising and using one’s skills, knowledge or experience.
* Increasing one’s knowledge through learning or practice.
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