



EPISODE 6: And So the Power Game Begins

Creating a world of work where people discover their significance and purpose

"Nearly all men can stand adversity, but if you want to test a man's character, give him power." -Abraham Lincoln



Authority and power granted because of your job title
The power itself is external of the person, given by the organization

Ignore



Looks like:

- Distant, not responsive
- Lack of boundaries
- Unilateral decisions
- "Let me know if you need me"

Impact:

- Directionless staff
- Resentment
- Poor Performance

Own & Leverage



Looks like:

- Taking responsibility
- Empowering staff
- Providing role clarity
- Understanding your impact

Impact:

- Inspired and motivated staff
- Respect, admiration, gratitude
- Commitment

Exploit



Looks like:

- Blaming
- Motivating through fear
- Demanding respect
- Unilateral decisions

Impact:

- Fear-based culture
- Resentment
- Compliance vs. commitment



Your personal power is your authentic self; who you are.
Personality characteristics
Attitude
Knowledge, Skills, and Abilities

What kinds of situations tend to be triggers for you to respond with Exploiting or Ignoring your Positional Power?

In what kind of situations do you tend to Own and Leverage your Positional Power?

What are your next concrete steps for cultivating your personal power and increasing your understanding of your impact and leveraging your power?