Right Use of Power
Understanding Power Dynamic in Coaching

Presented by:
Kippi Clausen and Chris Downs

About Us

- Your presenters:
  - Chris Downs
  - President, Downs Group LLC
  - Kippi Clausen
  - Vice-President, PATH Operations
- Downs Group LLC
  - Mission: to improve services and outcomes for older youth
  - Clients from Honolulu to Vermont, Seattle to Florida
  - PATH = Permanency and Transition Highway

Opening

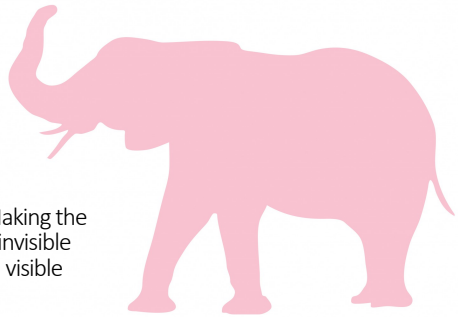
- What do you know about Power
- What do you know about YOUR Power
- What don't you know about YOUR Power

Learning Objectives

- Learn how to work in a trauma-informed way with power differentials in coaching
- Understand the Compass of Engagement to strategize
- Understand the paradoxes of social engagement for a more restorative approach

principles of trauma informed care

- Safety
- Trustworthiness and Transparency
- Peer support
- Collaboration and mutuality
- Empowerment, voice and choice
- Cultural, Historical, and Gender Issues



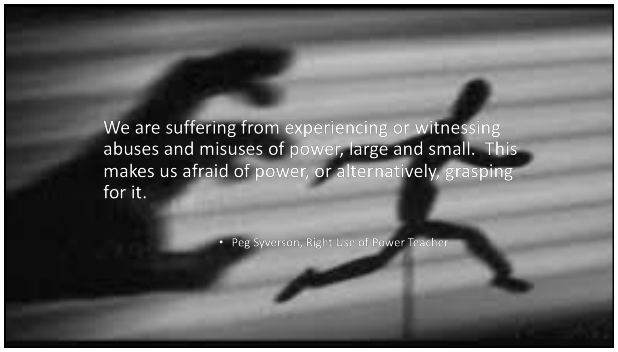
Making the invisible visible

What do you think of when you hear the word POWER?

Control
Manipulation

Force
Fear

Greed
Exploitation



pow·er
ˈpou(ə)r/

the ability to have an **effect** or **influence**

types of power

- Personal Power
- Role Power
- Status Power
- Collective Power

personal power

- It is our birthright.
- It is our individual ability to have an effect or to have influence.
- Who you are is independent of validation of others
- Related to personality qualities, traits or style such as honesty, courage, heroism, or the ability to inspire
- Lost/found/developed over a life-time
- Translates from one context to another

role power

- It is earned, awarded, elected or assigned
- Add-on increased power embedded in the role
- Role power carries role-related opportunities and responsibilities
- Distinct from yet integrated with the other kinds of power

status power

- Generally culturally conferred and unearned
- Produces privilege
- Always consciously and/or unconsciously impacting people and situations
- Can be related to race, age, wealth, education, fame, sex, sexual preference, able-bodiedness, religion, ethnicity

power differential

The inherent increase in power and influence that is embedded in an up-power role and different from but integrated with personal and status power.

power differential

Up-Power → Responsibilities

Down-Power → Vulnerabilities

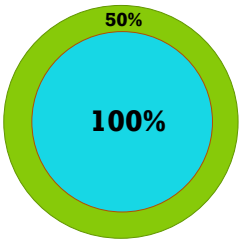
Cedar Barstow

"Actually, and usually without thinking about it much, we switch back and forth between up- and down-power roles often in daily life."

right use of power is…

150% Principle

Up Power -150% responsible



Down Power -100% responsible

Two kinds of misuse of power:

extreme **under-use** ⟷ **over-use** extreme

right relationship range

The Coaching Cycle

10%	80%	10%
Establish topic/ desired outcome	Envision the goal/ deepen the learning	Forward the action/ create accountability

Sample Structure

1. Revisit accountability from last meeting.
   - *How was the learning/understanding deepened?*
2. Establish topic/desired outcome for this meeting.
   - *What do they want to explore today?*
3. Discover what's important about this topic to the client.
   - *How come this topic is important?*
4. Envision the goal and deepen the learning.
   - *What would it look like when the goal has been reached?*
5. Forward the action and create accountability.
   - What do they need to do to get there? How / who do they need to be?

Intent vs. Impact

What you think you said
may not be what they heard.

Intention vs. impact

IMPACT:
is the effect your behavior has on others.

INTENTION:
is the effect you wanted to have.

Intention vs. impact

Unlocking Impact & Intention Discrepancies:

Sensitize
Listen
Validate
Explain
Ask

RELATIONAL ASPECTS OF POWER

- Awareness
- Tracking Shame
- Trust
- Respect
- Empathy

Julie Diamond:

"Using power well depends on becoming aware of our behavior, and of those often-unconscious feelings that drive it: beliefs, fears, and attitudes."

Brene Brown's definition of SHAME

intensely painful feeling or experience of believing that we are flawed and therefore unworthy of love and belonging – something we've experienced, done, or failed to do makes us unworthy of connection

Shame

Guilt =

I did something bad

Shame =

I am bad

Compass of Shame

Power with Heart

Compass of Engagement

For more information:

Right Use of Power Institute
www.rightuseofpower.org

Let's Stay Connected!

Chris Downs
CDowns@DownsConsultingGroup.com

Kippi Clausen
Kclausen@DownsConsultingGroup.com