

# Dimensions of Power

## Personal Power

**Personal Power is our birthright. It is each individual's ability to have an effect or influence.**

- Accompanied by the inherent human right to be treated with dignity, respect, and fairness.
- Always present, but we can be more or less aware of it and have more or less access to it.
- Can be limited by ourselves and others/culture, but in most situations we can retain some Personal Power through self-regulation, self-respect and frame of mind.
- Comes in many forms, including awareness, communication, presence and creativity.

## Role Power

**Role Power, (a.k.a. Positional Power) is earned, awarded, elected or assigned.**

- Automatically accompanies any position of authority.
- It is separate from and an addition to Personal Power.
- Role Power is mutable and will come and go with the positions we hold.
- Some assigned roles carry greater increased power than others and thus will have a greater negative or positive impact on others.
- Examples of positions with Role Power - supervisor, doctor, judge, teacher

## Status Power

**Status Power is additional power that is culturally conferred.**

- It often goes unrecognized by those who hold it.
- Since we each have multiple social locations, our status power combinations are unique
- Depends on cultural values & may change from culture to culture.
- Examples of Status Power - race, age, ability, gender, socioeconomic

## Collective Power

**Collective Power is power that comes from gathering strength and influence from multiple and diverse sources to promote the common interest**

- The concept of "power with" is associated with collective power and is in contrast to the concept of "power over."
- Necessitates collaboration, mutual empowerment and mutual support
- Examples of Collective Power - unions, non-violent resistance, support groups

## Systemic Power

**Systemic Power is the power that has a widespread effect or influence on an insitutional, national, or global level generated over time by people with up-role and up-status power**

- Derived from and perpetuates existing role and status power positions.
- Legitmitates itself through a dualisitc and "power over" framework.
- Manifests in structural and subliminal ways.
- Examples: cultural norms, laws, policies, media, professional expectations