



FOUR DIMENSIONS OF RIGHT USE OF POWER

<p>Dimension One: Guided Use of Power</p> <ul style="list-style-type: none">• <i>Own your role power and track your influence.</i>• <i>Use your ethical guidelines and moral compass.</i>• <i>Work with the dynamics created by the power differential.</i> <p>Focus on INFORMATION</p>	<p style="text-align: center;">BE INFORMED AND PRESENT</p> <p>This dimension is about guidance of many kinds:</p> <ul style="list-style-type: none">• owning and having a felt sense of the impact of the power differential role (its potential, its responsibilities, its distortions, and its vulnerability for those in down-power roles) as the basis for all ethical guidelines;• understanding and being guided by information contained in ethical codes as they are wisdom culled from the lived history of our professions;• tracking your impact, and gathering and effectively using information from clients and students;• paying attention to inner guidance and humanistic and spiritual values;• making informed ethical decisions in complex or challenging circumstances and in everyday attitudes and interactions;
<p>Dimension Two: Conscious Use of Power</p> <ul style="list-style-type: none">• <i>Engage your curiosity and use your history well.</i>• <i>Stay present and receptive.</i>• <i>Infuse your power with heart.</i> <p>Focus on SELF-AWARENESS</p>	<p style="text-align: center;">BE COMPASSIONATE AND AWARE</p> <p>This dimension is about Self-awareness:</p> <ul style="list-style-type: none">• understanding and learning from your attitudes, beliefs, wounds, and habits in relation to issues of power and authority;• engaging curiosity about yourself and your clients as a deepening and safety-enhancing skill and attitude;• showing up and staying attentive• standing in your strength while staying in your heart.• exploring your empowered and disempowered selves and how your use of power and influence affects others;• working with shame as a power issue because it isolates and de-resources;• practicing compassion as a resonating concern for all.



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<p>Dimension Three: Responsible Use of Power</p> <ul style="list-style-type: none">• <i>Use the 150% principle.</i>• <i>Track your impact and stay connected.</i>• <i>Resolve and repair.</i> <p>Focus on <u>RELATIONSHIP</u></p>	<p style="text-align: center;">BE CONNECTED AND ACCOUNTABLE</p> <p>In this dimension the focus is on relationship:</p> <ul style="list-style-type: none">• increasing skillfulness in tracking for difficulties and staying current in care-giving relationships;• recognizing that your impact is often different from your intention;• being guided by the 150% principle of greater responsibility held by the person in the up-power role;• recognizing that we all make mistakes; understanding how relationship difficulties, when either ignored or dismissed, can escalate to grievance processes;• practicing staying connected even in conflict and using conflict to clarify and resolve difficulties;• attending to relationship repair and using apology effectively.
<p>Dimension Four: Wise Use of Power</p> <ul style="list-style-type: none">• <i>Be proactive with yourself and with others.</i>• <i>Ask for and use feedback well.</i>• <i>Self-reflect, self-correct and let go.</i> <p>Focus on <u>SKILL</u></p>	<p style="text-align: center;">BE SKILLFUL AND PROACTIVE</p> <p>This dimension is about the development of wisdom:</p> <ul style="list-style-type: none">• understanding that doing the right thing is more effective when it's done wisely;• deepening skill in identifying tendencies, beliefs, and barriers that may make you vulnerable to specific misuses of power;• understanding good self-care as vital for wise use of power;• reflecting on examples of misuses of professional power and learning about the shadow aspects of increased power;• practicing sensitive and skillful down-power influence;• practicing and refining the skills of asking for, receiving, giving, and using feedback;• becoming more skillful at knowing when and how to persist and when and how to let go;• being nourished by wise and skillful uses of power as a social force for good.