

Locus of change and individual power

VASSP 2024 State Conference
on Wurundjeri Country

Overview

1 Open and framing

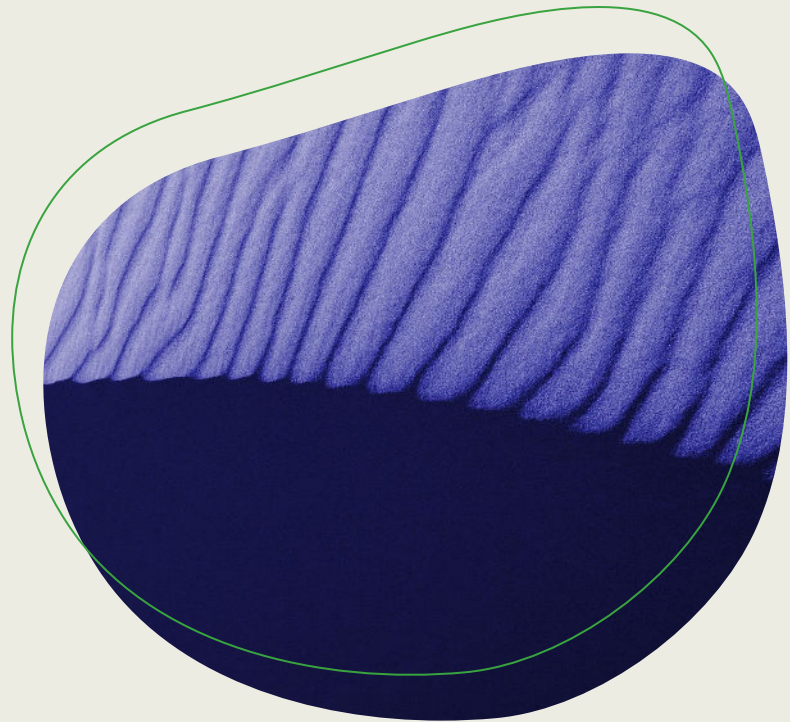
2 Power and how it affects us

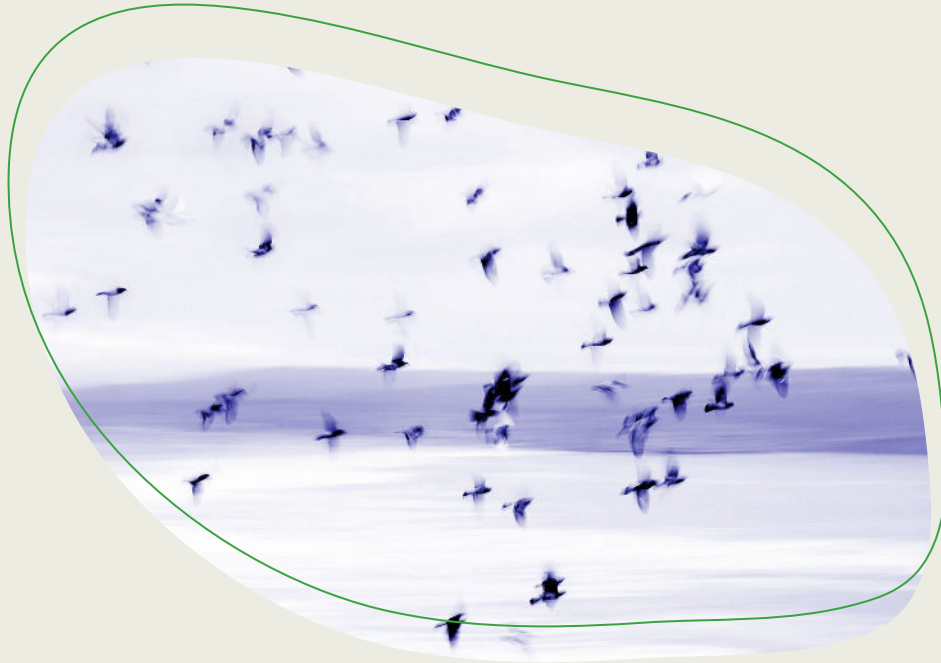
3 Levers for change

4 Resources

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Open & framing





Acknowledgement of Country

**Wurundjeri and
Boon Wurrung people
of the Kulin nation**

**This always was and always
will be Aboriginal land**

About me



Lina Patel

Facilitator, Collaboration Designer, and Coach.

My mission is to alleviate needless workplace suffering and bring more kindness into the world, one team at a time.



Before we begin

You already know a lot

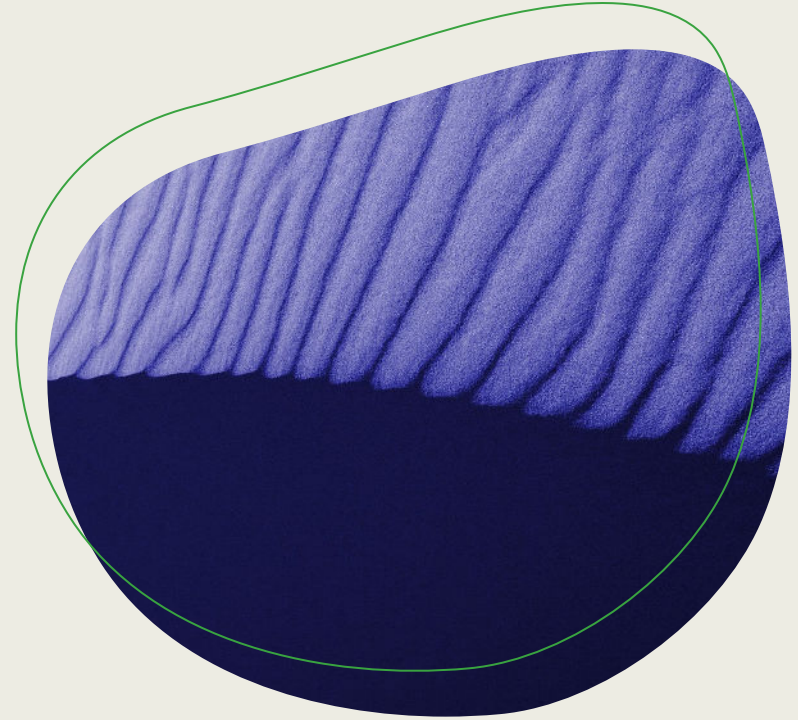
I'll offer some new ideas

These are not universal truths

Take what resonates and leave what doesn't

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*Power and how
it affects us*



“Power”

What does this mean?

Psychological effects of power

Power has an intoxicating effect on your mind, mood, and behaviors

- Numbs you from the needs of others
- Makes you uninhibited and freer to act
- Distorts your perceptions of yourself
- Makes you less interested in others' feedback and opinions

“Lens of power”

Changes how others see you

Psychological effects of power

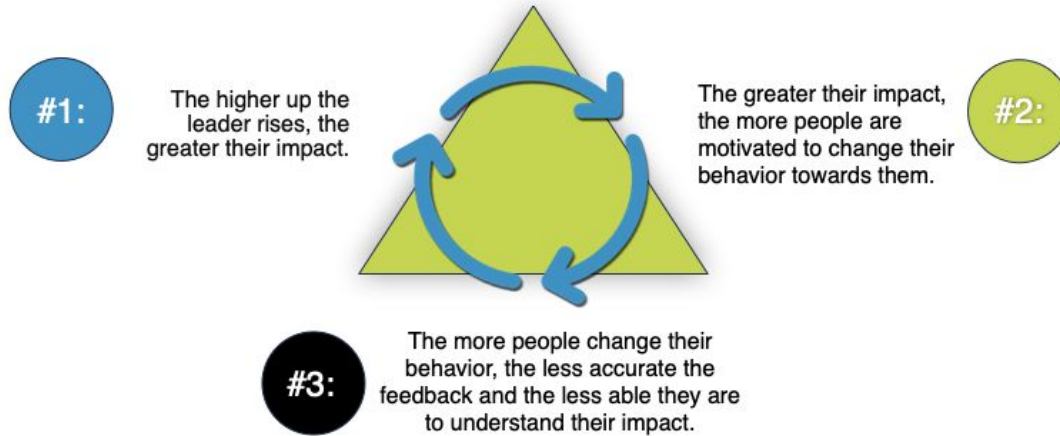
When you have power others view you through a “lens of power”

When you're around they can become

- Deferrant — looking to you for answers, doubt their own ideas
- Protective — hesitating to take risks or speak up
- Suspicious — view authority with skepticism, lack of trust
- Aspiring — see you as furthering or blocking their agenda
- Unrealistic — high expectations of what you can or should do

Growing gap between intention & impact

Power Creates Leadership Blind Spots...



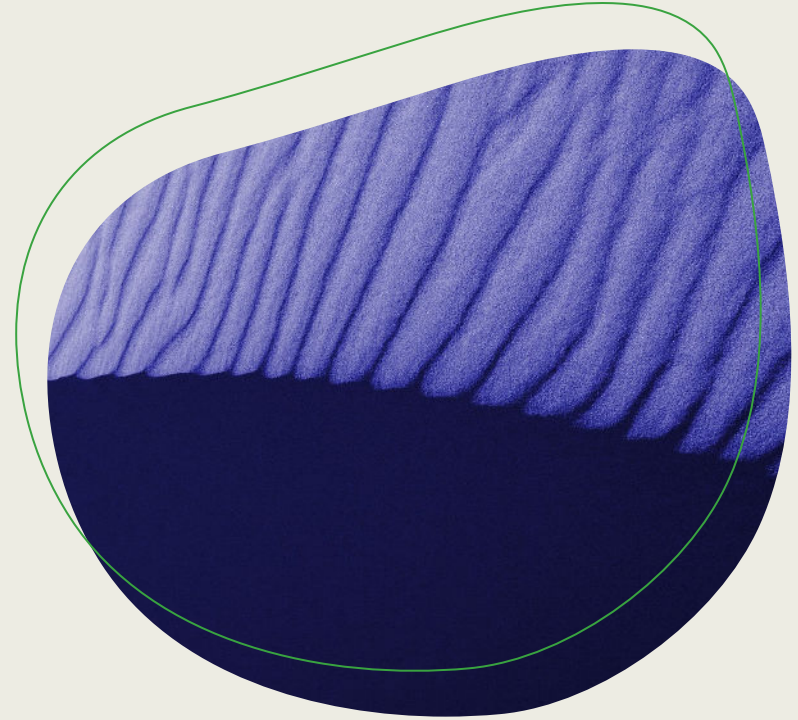
Power Changes the way people behave around leaders, leaving them vulnerable to misinterpreting their impact and effectiveness.

What can be done?

Levers for change

03

Levers for change



Self awareness

Take inventory of the different power you have

- Social status
- Social identity
- Positional
- Informal
- Personal

Feedback

Seek feedback on your use of power via Diamond Power Index

- 360 degree assessment
- Understand your impact
- Identify areas you can further develop as a leader
- Work with a coach to support your growth

Diamond Power Index

Asks you

- What are your leadership goals
- What is your personal sense of power

Asks others

- How does this leader shape workplace experience?
- How do they impact people, culture, and outcomes?
- How well do they execute what the role requires?

Diamond Power Index

Measures impact across 7 dimensions

- Approachable ↔ Intimidating
- Empowering ↔ Disengaging
- Fair ↔ Preferential
- Respectful ↔ Inappropriate
- Conflict Competent ↔ Conflict Averse
- Diplomatic ↔ Indiscreet
- Judicious ↔ Indulgent

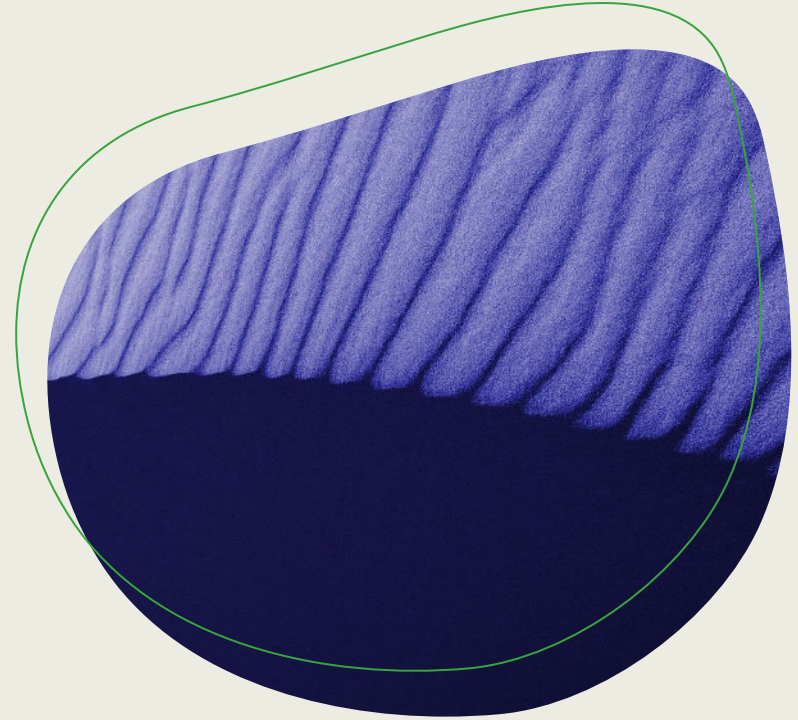
Reflection

I used to think power within my context means...
and now I think and believe that power within my
context means...



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Resources



Keen to keep learning

Yes! I want to dig into my individual power

- [Free Email Course: Path to Power Intelligence](#)
- Read: [Power, A User's Guide](#) by Julie Diamond

Yes! I want to find other frameworks/tools/approaches on power

- Visit: [The Commons — Social Change Library](#)

Yes! I want to understand my impact

- [Connect with Lina](#) about the Diamond Power Index

Have a burning question

I'm happy to answer
your questions
anytime before
September school
holidays. Scan to
find 15 mins for us to
chat.



bit.ly/15_mins_on_power



Thanks

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