

THE PERSONAL POWER SCAN

PURPOSE

Within a group, there exists a wide span of social power. Social Power is the ability to influence the behavior of another. In a workshop setting, the Power Scan is used to allow the members of any group to practice recognizing the various aspects of social power and to begin the discussion of how it is exhibited and what effect each has on the task at hand.

PROCESS

The participants break up into groups. The group is given a challenge to address collectively. For example, the group may be asked to identify potential strategies to overcome problems in implementing a specific reform in a given country.

- Once the discussion has subsided, the members are asked to consider the seven aspects of social power and to rate themselves and the other members of the group on each power category.
- The names of the members are written at the top of each column.
- First, designate who in the group had the most (7) power and who the least (1) power in each category
- Next, assign the interim scores (2–6) to the other members. Each person then totals the Power Scan sheet horizontally and vertically.
- The group is given at least 15 minutes for debriefing within their own groups. All groups are then given 10 minutes to share their learning in a plenary debriefing.

The intended outcomes of the discussion are:

1. To expand the members' concept of power within groups;
2. To demonstrate that power is not a zero-sum resource (A zero-sum resource means that if one individual has a lot of power, this reduces the power of other members of the group);
3. To illustrate that for members in a group to be motivated to engage they must perceive that they have some power role and can make a meaningful contribution;
4. To recognize that the individual has a tendency to depreciate their own power within a group;
5. To identify aspects of social power that may be given undue importance or may be missing, within the group.

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INSTRUCTIONS:

1. Write down your role in the space provided. **Your Role:** _____

2. Rate yourself and assign a power rating for each social power category.
Rating scale: 1=least power 7 = most power
3. Rate the other members in the group on each power category. First, designate the member with the most (7) power and the least (1) power in each category. Then, assign the interim scores (2–6) to the other members.
4. Add the total score for each row corresponding to each power category and also add the raw scores under each column corresponding to each member in the group, including yourself in the group.

